

WAGE DETERMINATION NO: 94-2310 REV (19) AREA: MO,ST. LOUIS

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage Determinations

Wage Determination No.: 1994-2310

Revision No.: 19

Date Of Last Revision: 12/22/2000

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Faye Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, M Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williar Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gas Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Ra Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washing

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.12
Accounting Clerk II	11.01
Accounting Clerk III	13.17
Accounting Clerk IV	16.88
Court Reporter	11.45
Dispatcher, Motor Vehicle	12.79
Document Preparation Clerk	9.88
Duplicating Machine Operator	9.88
Film/Tape Librarian	9.90
General Clerk I	8.29
General Clerk II	9.95
General Clerk III	11.34
General Clerk IV	14.03
Housing Referral Assistant	15.46
Key Entry Operator I	8.19
Key Entry Operator II	9.53
Messenger (Courier)	8.31
Order Clerk I	8.53
Order Clerk II	10.99
Personnel Assistant (Employment) I	10.47
Personnel Assistant (Employment) II	11.76
Personnel Assistant (Employment) III	13.99
Personnel Assistant (Employment) IV	15.53
Production Control Clerk	15.48
Rental Clerk	11.37
Scheduler, Maintenance	11.37
Secretary I	11.37
Secretary II	13.14
Secretary III	15.46
Secretary IV	19.22
Secretary V	23.47
Service Order Dispatcher	11.06
Stenographer I	10.46
Stenographer II	11.66

Supply Technician	19.22
Survey Worker (Interviewer)	11.45
Switchboard Operator-Receptionist	8.67
Test Examiner	13.14
Test Proctor	13.14
Travel Clerk I	8.37
Travel Clerk II	9.02
Travel Clerk III	9.62
Word Processor I	10.30
Word Processor II	11.88
Word Processor III	15.18
Automatic Data Processing Occupations	
Computer Data Librarian	9.70
Computer Operator I	8.99
Computer Operator II	11.20
Computer Operator III	15.00
Computer Operator IV	16.96
Computer Operator V	18.47
Computer Programmer I (1)	15.68
Computer Programmer II (1)	15.80
Computer Programmer III (1)	18.63
Computer Programmer IV (1)	24.52
Computer Systems Analyst I (1)	20.73
Computer Systems Analyst II (1)	24.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	9.70
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.47
Automotive Glass Installer	17.92
Automotive Worker	17.92
Electrician, Automotive	18.69
Mobile Equipment Servicer	16.35
Motor Equipment Metal Mechanic	19.47
Motor Equipment Metal Worker	17.92
Motor Vehicle Mechanic	18.29
Motor Vehicle Mechanic Helper	15.18
Motor Vehicle Upholstery Worker	17.13
Motor Vehicle Wrecker	17.92
Painter, Automotive	18.69
Radiator Repair Specialist	17.92
Tire Repairer	15.80
Transmission Repair Specialist	19.47
Food Preparation and Service Occupations	
Baker	10.97
Cook I	10.02
Cook II	10.97
Dishwasher	7.97
Food Service Worker	7.59
Meat Cutter	11.37
Waiter/Waitress	7.85
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.69
Furniture Handler	12.84
Furniture Refinisher	18.69
Furniture Refinisher Helper	15.18
Furniture Repairer, Minor	17.13
Upholsterer	18.69
General Services and Support Occupations	
Cleaner, Vehicles	7.43
Elevator Operator	8.15
Gardener	11.52
House Keeping Aid I	7.25
House Keeping Aid II	7.90
Janitor	7.90

Laborer, Grounds Maintenance	9.03
Maid or Houseman	7.25
Pest Controller	12.05
Refuse Collector	8.15
Tractor Operator	10.80
Window Cleaner	8.75
Health Occupations	
Dental Assistant	11.81
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.00
Licensed Practical Nurse I	11.72
Licensed Practical Nurse II	13.13
Licensed Practical Nurse III	14.70
Medical Assistant	9.36
Medical Laboratory Technician	10.76
Medical Record Clerk	10.76
Medical Record Technician	12.97
Nursing Assistant I	7.04
Nursing Assistant II	7.74
Nursing Assistant III	8.33
Nursing Assistant IV	9.36
Pharmacy Technician	11.66
Phlebotomist	9.89
Registered Nurse I	14.97
Registered Nurse II	18.31
Registered Nurse II, Specialist	18.31
Registered Nurse III	22.15
Registered Nurse III, Anesthetist	22.15
Registered Nurse IV	26.55
Information and Arts Occupations	
Audiovisual Librarian	16.74
Exhibits Specialist I	14.81
Exhibits Specialist II	18.11
Exhibits Specialist III	19.51
Illustrator I	14.81
Illustrator II	18.11
Illustrator III	19.51
Librarian	20.44
Library Technician	11.45
Photographer I	13.20
Photographer II	14.81
Photographer III	18.11
Photographer IV	19.51
Photographer V	23.60
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.48
Counter Attendant	6.48
Dry Cleaner	8.26
Finisher, Flatwork, Machine	6.48
Presser, Hand	6.48
Presser, Machine, Drycleaning	6.48
Presser, Machine, Shirts	6.48
Presser, Machine, Wearing Apparel, Laundry	6.48
Sewing Machine Operator	8.84
Tailor	9.41
Washer, Machine	7.13
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.69
Tool and Die Maker	21.97
Material Handling and Packing Occupations	
Forklift Operator	14.38
Fuel Distribution System Operator	16.35
Material Coordinator	17.39
Material Expediter	17.39
Material Handling Laborer	17.50

Order Filler	11.74
Production Line Worker (Food Processing)	13.62
Shipping Packer	11.81
Shipping/Receiving Clerk	11.81
Stock Clerk (Shelf Stocker; Store Worker II)	12.72
Store Worker I	9.55
Tools and Parts Attendant	14.23
Warehouse Specialist	12.16
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.47
Aircraft Mechanic Helper	15.18
Aircraft Quality Control Inspector	20.24
Aircraft Servicer	17.13
Aircraft Worker	17.92
Appliance Mechanic	18.69
Bicycle Repairer	15.80
Cable Splicer	19.47
Carpenter, Maintenance	19.06
Carpet Layer	20.29
Electrician, Maintenance	22.07
Electronics Technician, Maintenance I	17.22
Electronics Technician, Maintenance II	20.45
Electronics Technician, Maintenance III	20.61
Fabric Worker	17.13
Fire Alarm System Mechanic	19.74
Fire Extinguisher Repairer	16.35
Fuel Distribution System Mechanic	19.74
General Maintenance Worker	17.33
Heating, Refrigeration and Air Conditioning Mechanic	19.74
Heavy Equipment Mechanic	19.74
Heavy Equipment Operator	21.59
Instrument Mechanic	19.74
Laborer	10.31
Locksmith	18.69
Machinery Maintenance Mechanic	17.58
Machinist, Maintenance	21.31
Maintenance Trades Helper	15.18
Millwright	19.52
Office Appliance Repairer	18.69
Painter, Aircraft	18.69
Painter, Maintenance	18.69
Pipefitter, Maintenance	24.16
Plumber, Maintenance	21.41
Pneudraulic Systems Mechanic	19.47
Rigger	19.47
Scale Mechanic	17.92
Sheet-Metal Worker, Maintenance	19.97
Small Engine Mechanic	17.92
Telecommunication Mechanic I	19.47
Telecommunication Mechanic II	20.24
Telephone Lineman	19.47
Welder, Combination, Maintenance	19.47
Well Driller	19.47
Woodcraft Worker	19.47
Woodworker	16.35
Miscellaneous Occupations	
Animal Caretaker	9.19
Carnival Equipment Operator	10.80
Carnival Equipment Repairer	11.52
Carnival Worker	7.62
Cashier	6.38
Desk Clerk	7.28
Embalmer	18.25
Lifeguard	6.97

Mortician	15.94
Park Attendant (Aide)	8.75
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.97
Recreation Specialist	12.33
Recycling Worker	10.80
Sales Clerk	6.97
School Crossing Guard (Crosswalk Attendant)	7.32
Sport Official	6.97
Survey Party Chief (Chief of Party)	10.60
Surveying Aide	8.75
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	6.38
Swimming Pool Operator	11.02
Vending Machine Attendant	9.39
Vending Machine Repairer	10.97
Vending Machine Repairer Helper	9.39
Personal Needs Occupations	
Child Care Attendant	7.01
Child Care Center Clerk	9.75
Chore Aid	7.26
Homemaker	10.84
Plant and System Operation Occupations	
Boiler Tender	19.47
Sewage Plant Operator	18.69
Stationary Engineer	19.47
Ventilation Equipment Tender	15.18
Water Treatment Plant Operator	18.69
Protective Service Occupations	
Alarm Monitor	13.68
Corrections Officer	14.49
Court Security Officer	15.21
Detention Officer	14.49
Firefighter	15.49
Guard I	8.65
Guard II	13.68
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.40
Hatch Tender	14.26
Line Handler	14.26
Stevedore I	14.61
Stevedore II	15.94
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.13
Air Traffic Control Specialist, Station (2)	18.03
Air Traffic Control Specialist, Terminal (2)	19.86
Archeological Technician I	13.07
Archeological Technician II	14.62
Archeological Technician III	18.11
Cartographic Technician	20.83
Civil Engineering Technician	18.45
Computer Based Training (CBT) Specialist/ Instructor	20.73
Drafter I	13.42
Drafter II	15.17
Drafter III	18.43
Drafter IV	20.83
Engineering Technician I	12.69
Engineering Technician II	14.26
Engineering Technician III	16.82
Engineering Technician IV	22.31
Engineering Technician V	26.60
Engineering Technician VI	33.01
Environmental Technician	19.51
Flight Simulator/Instructor (Pilot)	24.62
Graphic Artist	20.73

Instructor	20.94
Laboratory Technician	17.24
Mathematical Technician	19.41
Paralegal/Legal Assistant I	12.69
Paralegal/Legal Assistant II	16.74
Paralegal/Legal Assistant III	19.80
Paralegal/Legal Assistant IV	23.96
Photooptics Technician	22.31
Technical Writer	24.52
Unexploded (UXO) Safety Escort	16.61
Unexploded (UXO) Sweep Personnel	16.61
Unexploded Ordnance (UXO) Technician I	16.61
Unexploded Ordnance (UXO) Technician II	20.10
Unexploded Ordnance (UXO) Technician III	24.09
Weather Observer, Combined Upper Air and Surface Programs (3)	15.51
Weather Observer, Senior (3)	16.96
Weather Observer, Upper Air (3)	15.51
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.40
Parking and Lot Attendant	9.69
Shuttle Bus Driver	13.67
Taxi Driver	10.06
Truckdriver, Heavy Truck	18.33
Truckdriver, Light Truck	13.67
Truckdriver, Medium Truck	14.40
Truckdriver, Tractor-Trailer	18.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan common to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hour week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition,

maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that requires a low degree of hazard. Including working with or in close proximity to explosives incendiary materials which involves potential injury such as laceration of hands, fractures of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerin covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20401. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees

themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report on the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) of the Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2450 REV (10) AREA: PA,PHILADELPHIAWAGE DETERMINATION NO: **94-2450** REV (10) AREA: PA,PHILADELPHIA

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2450
Revision No.: 10
Date Of Last Revision: 09/18/2000

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester

Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton,
Philadelphia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.38
Accounting Clerk II	11.29
Accounting Clerk III	12.95
Accounting Clerk IV	16.35
Court Reporter	12.88
Dispatcher, Motor Vehicle	13.29
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.34
Film/Tape Librarian	11.75
General Clerk I	8.24
General Clerk II	10.25
General Clerk III	11.56
General Clerk IV	13.93
Housing Referral Assistant	15.31
Key Entry Operator I	9.60
Key Entry Operator II	11.91
Messenger (Courier)	8.24
Order Clerk I	9.69
Order Clerk II	12.92
Personnel Assistant (Employment) I	11.23
Personnel Assistant (Employment) II	12.69
Personnel Assistant (Employment) III	14.42
Personnel Assistant (Employment) IV	15.60
Production Control Clerk	15.31
Rental Clerk	11.75
Scheduler, Maintenance	11.75
Secretary I	11.75
Secretary II	12.88
Secretary III	15.31
Secretary IV	17.54
Secretary V	19.80
Service Order Dispatcher	11.75
Stenographer I	13.17
Stenographer II	14.51
Supply Technician	17.54
Survey Worker (Interviewer)	12.88
Switchboard Operator-Receptionist	10.83

Test Examiner	12.88
Test Proctor	12.88
Travel Clerk I	9.20
Travel Clerk II	9.68
Travel Clerk III	10.34
Word Processor I	11.48
Word Processor II	13.01
Word Processor III	14.56
Automatic Data Processing Occupations	
Computer Data Librarian	10.59
Computer Operator I	10.59
Computer Operator II	12.65
Computer Operator III	16.70
Computer Operator IV	19.44
Computer Operator V	21.52
Computer Programmer I (1)	15.69
Computer Programmer II (1)	17.79
Computer Programmer III (1)	21.87
Computer Programmer IV (1)	25.31
Computer Systems Analyst I (1)	21.90
Computer Systems Analyst II (1)	26.34
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.59
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.83
Automotive Glass Installer	16.61
Automotive Worker	16.61
Electrician, Automotive	17.24
Mobile Equipment Servicer	15.41
Motor Equipment Metal Mechanic	17.83
Motor Equipment Metal Worker	16.61
Motor Vehicle Mechanic	17.32
Motor Vehicle Mechanic Helper	14.63
Motor Vehicle Upholstery Worker	15.99
Motor Vehicle Wrecker	16.61
Painter, Automotive	17.24
Radiator Repair Specialist	16.61
Tire Repairer	14.89
Transmission Repair Specialist	17.83
Food Preparation and Service Occupations	
Baker	11.84
Cook I	11.01
Cook II	11.84
Dishwasher	9.24
Food Service Worker	9.24
Meat Cutter	11.84
Waiter/Waitress	9.70
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.64
Furniture Handler	13.60
Furniture Refinisher	17.65
Furniture Refinisher Helper	14.99
Furniture Repairer, Minor	16.31
Upholsterer	17.65
General Services and Support Occupations	
Cleaner, Vehicles	9.24
Elevator Operator	9.24
Gardener	10.98
House Keeping Aid I	8.77
House Keeping Aid II	9.24
Janitor	9.24
Laborer, Grounds Maintenance	9.69
Maid or Houseman	8.77
Pest Controller	12.95

Refuse Collector	9.24
Tractor Operator	10.53
Window Cleaner	9.50
Health Occupations	
Dental Assistant	11.22
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.22
Licensed Practical Nurse I	8.93
Licensed Practical Nurse II	10.03
Licensed Practical Nurse III	11.22
Medical Assistant	10.03
Medical Laboratory Technician	10.03
Medical Record Clerk	10.03
Medical Record Technician	13.89
Nursing Assistant I	7.28
Nursing Assistant II	8.19
Nursing Assistant III	8.93
Nursing Assistant IV	10.03
Pharmacy Technician	12.50
Phlebotomist	10.03
Registered Nurse I	13.89
Registered Nurse II	19.49
Registered Nurse II, Specialist	20.55
Registered Nurse III	24.51
Registered Nurse III, Anesthetist	24.51
Registered Nurse IV	29.38
Information and Arts Occupations	
Audiovisual Librarian	19.79
Exhibits Specialist I	16.50
Exhibits Specialist II	23.77
Exhibits Specialist III	29.05
Illustrator I	16.50
Illustrator II	23.77
Illustrator III	29.05
Librarian	19.80
Library Technician	12.88
Photographer I	15.12
Photographer II	16.50
Photographer III	23.77
Photographer IV	29.07
Photographer V	36.35
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.97
Counter Attendant	6.97
Dry Cleaner	9.08
Finisher, Flatwork, Machine	6.97
Presser, Hand	6.97
Presser, Machine, Drycleaning	6.97
Presser, Machine, Shirts	6.97
Presser, Machine, Wearing Apparel, Laundry	6.97
Sewing Machine Operator	9.77
Tailor	10.48
Washer, Machine	7.59
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.37
Tool and Die Maker	20.80
Material Handling and Packing Occupations	
Forklift Operator	12.95
Fuel Distribution System Operator	15.41
Material Coordinator	15.80
Material Expediter	15.80
Material Handling Laborer	13.92
Order Filler	13.22
Production Line Worker (Food Processing)	14.35
Shipping Packer	11.39

Shipping/Receiving Clerk	11.39
Stock Clerk (Shelf Stocker; Store Worker II)	13.38
Store Worker I	10.96
Tools and Parts Attendant	14.59
Warehouse Specialist	14.59
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.31
Aircraft Mechanic Helper	14.99
Aircraft Quality Control Inspector	19.65
Aircraft Servicer	16.31
Aircraft Worker	16.98
Appliance Mechanic	17.65
Bicycle Repairer	15.11
Cable Splicer	18.31
Carpenter, Maintenance	17.65
Carpet Layer	16.98
Electrician, Maintenance	18.91
Electronics Technician, Maintenance I	16.59
Electronics Technician, Maintenance II	21.59
Electronics Technician, Maintenance III	22.31
Fabric Worker	16.31
Fire Alarm System Mechanic	18.31
Fire Extinguisher Repairer	15.64
Fuel Distribution System Mechanic	18.31
General Maintenance Worker	16.98
Heating, Refrigeration and Air Conditioning Mechanic	18.31
Heavy Equipment Mechanic	18.31
Heavy Equipment Operator	18.31
Instrument Mechanic	18.31
Laborer	12.97
Locksmith	17.65
Machinery Maintenance Mechanic	18.31
Machinist, Maintenance	18.94
Maintenance Trades Helper	14.99
Millwright	18.31
Office Appliance Repairer	17.65
Painter, Aircraft	17.65
Painter, Maintenance	17.65
Pipefitter, Maintenance	20.01
Plumber, Maintenance	17.65
Pneudraulic Systems Mechanic	18.31
Rigger	18.31
Scale Mechanic	16.98
Sheet-Metal Worker, Maintenance	18.31
Small Engine Mechanic	16.98
Telecommunication Mechanic I	18.31
Telecommunication Mechanic II	19.36
Telephone Lineman	18.31
Welder, Combination, Maintenance	18.31
Well Driller	18.31
Woodcraft Worker	18.31
Woodworker	15.64
Miscellaneous Occupations	
Animal Caretaker	10.12
Carnival Equipment Operator	10.53
Carnival Equipment Repairer	10.98
Carnival Worker	9.24
Cashier	9.69
Desk Clerk	11.83
Embalmer	22.08
Lifeguard	10.54
Mortician	22.08
Park Attendant (Aide)	13.24
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.90

Recreation Specialist	16.83
Recycling Worker	10.53
Sales Clerk	10.54
School Crossing Guard (Crosswalk Attendant)	9.24
Sport Official	10.54
Survey Party Chief (Chief of Party)	13.70
Surveying Aide	11.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.40
Swimming Pool Operator	11.97
Vending Machine Attendant	10.53
Vending Machine Repairer	11.97
Vending Machine Repairer Helper	10.53
Personal Needs Occupations	
Child Care Attendant	11.83
Child Care Center Clerk	14.75
Chore Aid	8.77
Homemaker	14.45
Plant and System Operation Occupations	
Boiler Tender	18.31
Sewage Plant Operator	16.98
Stationary Engineer	18.31
Ventilation Equipment Tender	14.99
Water Treatment Plant Operator	17.65
Protective Service Occupations	
Alarm Monitor	12.95
Corrections Officer	16.90
Court Security Officer	17.63
Detention Officer	16.90
Firefighter	17.15
Guard I	8.01
Guard II	12.95
Police Officer	19.16
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.42
Hatch Tender	16.42
Line Handler	16.42
Stevedore I	15.68
Stevedore II	17.04
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.74
Air Traffic Control Specialist, Station (2)	18.44
Air Traffic Control Specialist, Terminal (2)	20.31
Archeological Technician I	17.14
Archeological Technician II	19.19
Archeological Technician III	23.77
Cartographic Technician	23.77
Civil Engineering Technician	23.77
Computer Based Training (CBT) Specialist/ Instructor	22.02
Drafter I	12.71
Drafter II	15.12
Drafter III	16.95
Drafter IV	23.77
Engineering Technician I	12.16
Engineering Technician II	13.65
Engineering Technician III	17.79
Engineering Technician IV	21.66
Engineering Technician V	26.36
Engineering Technician VI	29.30
Environmental Technician	19.44
Flight Simulator/Instructor (Pilot)	26.34
Graphic Artist	22.02
Instructor	22.85
Laboratory Technician	16.70
Mathematical Technician	21.66

Paralegal/Legal Assistant I	14.96
Paralegal/Legal Assistant II	17.05
Paralegal/Legal Assistant III	18.64
Paralegal/Legal Assistant IV	20.41
Photooptics Technician	21.66
Technical Writer	26.20
Unexploded (UXO) Safety Escort	17.00
Unexploded (UXO) Sweep Personnel	17.00
Unexploded Ordnance (UXO) Technician I	17.00
Unexploded Ordnance (UXO) Technician II	20.56
Unexploded Ordnance (UXO) Technician III	24.65
Weather Observer, Combined Upper Air and Surface Programs (3)	16.70
Weather Observer, Senior (3)	18.57
Weather Observer, Upper Air	16.70
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	17.42
Parking and Lot Attendant	9.58
Shuttle Bus Driver	11.39
Taxi Driver	10.92
Truckdriver, Heavy Truck	18.10
Truckdriver, Light Truck	11.64
Truckdriver, Medium Truck	17.42
Truckdriver, Tractor-Trailer	18.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension p civic and personal leave, severance pay, and savings and thrift plans. Minimum emp contributions costing an average of \$2.56 per hour computed on the basis of all hou worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or succes weeks after 8 years, and 4 weeks after 15 years. Length of service includes the wh of continuous service with the present contractor or successor, wherever employed, the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther K Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, C Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substit any of the named holidays another day off with pay in accordance with a plan commun to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee i entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of b for any hours worked between 6pm and 6am. If you are a full-time employed (40 hour week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday w which is not overtime (i.e. occasional work on Sunday outside the normal tour of du considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees em in a position that represents a high degree of hazard including working with or in proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screeni blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositi as lead azide, black powder and photoflash power. All dry-house activities involvi propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All opera involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that rep

a low degree of hazard. Including working with or in close proximity to explosives incendiary materials which involves potential injury such as laceration of hands, f arms of the employee engaged in the operation and, possibly adjacent employees, irr of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendia ordnance material other than small arms ammunition. (Distribution of raw nitroglyc covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (eit the terms of the Government contract, by the employer, by the state or local law, e the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequa number of uniforms without cost or to reimburse employees for the actual cost of th uniforms. In addition, where uniform cleaning and maintenance is made the responsi of the employee, all contractors and subcontractors subject to this wage determinat shall (in the absence of a bona fide collective bargaining agreement providing for different amount, or the furnishing of contrary affirmative proof as to the actual reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per we \$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal ga and do not require any special treatment such as dry cleaning, daily washing, or cc laundering in order to meet the cleanliness or appearance standards set by the term Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication m obtained from the Superintendent of Documents, at 202-783-3238, or by writing to th Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 204C Copies of specific job descriptions may also be obtained from the appropriate contr officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is n listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appr level of skill comparison) between such unlisted classifications and the classifica listed in the wage determination. Such conformed classes of employees shall be pai monetary wages and furnished the fringe benefits as are determined. Such conformin process shall be initiated by the contractor prior to the performance of contract w such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separ 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occup and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), inc information regarding the agreement or disagreement of the authorized representativ employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later th days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a repor

action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations (the Directory)" should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2070 REV (13) AREA: CA, VALLEJO

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2070
Revision No.: 13
Date Of Last Revision: 09/13/2000

Area: California Counties of Napa, Solano, Sonoma

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.69
Accounting Clerk II	12.08
Accounting Clerk III	13.27
Accounting Clerk IV	14.44
Court Reporter	12.41
Dispatcher, Motor Vehicle	12.41
Document Preparation Clerk	12.60
Duplicating Machine Operator	12.60
Film/Tape Librarian	9.65
General Clerk I	8.92
General Clerk II	10.03
General Clerk III	12.60
General Clerk IV	14.14
Housing Referral Assistant	15.93
Key Entry Operator I	9.52
Key Entry Operator II	10.39
Messenger (Courier)	8.92
Order Clerk I	9.42
Order Clerk II	14.27
Personnel Assistant (Employment) I	10.26
Personnel Assistant (Employment) II	11.53
Personnel Assistant (Employment) III	12.60
Personnel Assistant (Employment) IV	16.26
Production Control Clerk	15.94
Rental Clerk	9.65
Scheduler, Maintenance	9.65
Secretary I	12.76
Secretary II	14.27
Secretary III	15.93
Secretary IV	18.25
Secretary V	20.08
Service Order Dispatcher	9.65
Stenographer I	8.59
Stenographer II	9.65
Supply Technician	18.25
Survey Worker (Interviewer)	12.41
Switchboard Operator-Receptionist	10.12
Test Examiner	12.41
Test Proctor	12.41

Travel Clerk I	9.33
Travel Clerk II	10.15
Travel Clerk III	10.99
Word Processor I	10.39
Word Processor II	11.66
Word Processor III	13.04
Automatic Data Processing Occupations	
Computer Data Librarian	10.61
Computer Operator I	12.20
Computer Operator II	13.65
Computer Operator III	15.89
Computer Operator IV	16.91
Computer Operator V	18.73
Computer Programmer I (1)	13.64
Computer Programmer II (1)	16.88
Computer Programmer III (1)	20.65
Computer Programmer IV (1)	24.97
Computer Systems Analyst I (1)	20.65
Computer Systems Analyst II (1)	28.03
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	10.61
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.23
Automotive Glass Installer	18.52
Automotive Worker	18.52
Electrician, Automotive	19.39
Mobile Equipment Servicer	16.85
Motor Equipment Metal Mechanic	20.23
Motor Equipment Metal Worker	18.52
Motor Vehicle Mechanic	20.23
Motor Vehicle Mechanic Helper	15.96
Motor Vehicle Upholstery Worker	17.69
Motor Vehicle Wrecker	18.52
Painter, Automotive	19.39
Radiator Repair Specialist	18.52
Tire Repairer	16.28
Transmission Repair Specialist	20.23
Food Preparation and Service Occupations	
Baker	12.03
Cook I	10.94
Cook II	12.03
Dishwasher	8.38
Food Service Worker	8.38
Meat Cutter	12.03
Waiter/Waitress	9.08
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.01
Furniture Handler	12.99
Furniture Refinisher	18.01
Furniture Refinisher Helper	14.83
Furniture Repairer, Minor	16.43
Upholsterer	18.01
General Services and Support Occupations	
Cleaner, Vehicles	8.38
Elevator Operator	8.38
Gardener	10.94
House Keeping Aid I	7.69
House Keeping Aid II	8.38
Janitor	8.38
Laborer, Grounds Maintenance	9.08
Maid or Houseman	7.69
Pest Controller	11.49
Refuse Collector	8.38
Tractor Operator	10.37

Window Cleaner	9.08
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	18.25
Exhibits Specialist I	12.24
Exhibits Specialist II	17.45
Exhibits Specialist III	21.34
Illustrator I	12.24
Illustrator II	17.45
Illustrator III	21.34
Librarian	17.56
Library Technician	12.41
Photographer I	10.95
Photographer II	12.24
Photographer III	15.17
Photographer IV	18.56
Photographer V	22.46
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.83
Counter Attendant	6.83
Dry Cleaner	9.21
Finisher, Flatwork, Machine	6.83
Presser, Hand	6.83
Presser, Machine, Drycleaning	6.83
Presser, Machine, Shirts	6.83
Presser, Machine, Wearing Apparel, Laundry	6.83
Sewing Machine Operator	10.01
Tailor	10.81
Washer, Machine	7.62
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.01
Tool and Die Maker	21.19
Material Handling and Packing Occupations	
Forklift Operator	15.16
Fuel Distribution System Operator	15.65
Material Coordinator	16.77
Material Expediter	16.77
Material Handling Laborer	11.91
Order Filler	12.89
Production Line Worker (Food Processing)	15.14
Shipping Packer	13.91
Shipping/Receiving Clerk	13.91
Stock Clerk (Shelf Stocker; Store Worker II)	13.60

Store Worker I	11.30
Tools and Parts Attendant	15.14
Warehouse Specialist	13.35
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.80
Aircraft Mechanic Helper	14.94
Aircraft Quality Control Inspector	19.58
Aircraft Servicer	16.43
Aircraft Worker	17.20
Appliance Mechanic	18.01
Bicycle Repairer	15.12
Cable Splicer	18.80
Carpenter, Maintenance	18.01
Carpet Layer	17.20
Electrician, Maintenance	18.80
Electronics Technician, Maintenance I	17.20
Electronics Technician, Maintenance II	18.01
Electronics Technician, Maintenance III	18.80
Fabric Worker	16.43
Fire Alarm System Mechanic	18.80
Fire Extinguisher Repairer	15.65
Fuel Distribution System Mechanic	18.80
General Maintenance Worker	11.90
Heating, Refrigeration and Air Conditioning Mechanic	18.80
Heavy Equipment Mechanic	18.80
Heavy Equipment Operator	18.83
Instrument Mechanic	18.80
Laborer	9.65
Locksmith	18.01
Machinery Maintenance Mechanic	19.38
Machinist, Maintenance	18.80
Maintenance Trades Helper	14.83
Millwright	18.80
Office Appliance Repairer	18.01
Painter, Aircraft	18.01
Painter, Maintenance	18.01
Pipefitter, Maintenance	18.80
Plumber, Maintenance	18.01
Pneudraulic Systems Mechanic	18.80
Rigger	18.80
Scale Mechanic	17.20
Sheet-Metal Worker, Maintenance	18.80
Small Engine Mechanic	17.20
Telecommunication Mechanic I	18.80
Telecommunication Mechanic II	19.58
Telephone Lineman	18.80
Welder, Combination, Maintenance	18.80
Well Driller	18.80
Woodcraft Worker	18.80
Woodworker	15.65
Miscellaneous Occupations	
Animal Caretaker	9.79
Carnival Equipment Operator	10.37
Carnival Equipment Repairer	10.94
Carnival Worker	8.38
Cashier	9.26
Desk Clerk	11.35
Embalmer	16.57
Lifeguard	10.12
Mortician	16.57
Park Attendant (Aide)	12.70
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.12
Recreation Specialist	15.73
Recycling Worker	10.37

Sales Clerk	10.12
School Crossing Guard (Crosswalk Attendant)	8.38
Sport Official	10.12
Survey Party Chief (Chief of Party)	18.74
Surveying Aide	8.92
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.24
Swimming Pool Operator	12.02
Vending Machine Attendant	10.37
Vending Machine Repairer	12.02
Vending Machine Repairer Helper	10.37
Personal Needs Occupations	
Child Care Attendant	11.35
Child Care Center Clerk	14.15
Chore Aid	7.69
Homemaker	15.73
Plant and System Operation Occupations	
Boiler Tender	18.80
Sewage Plant Operator	18.01
Stationary Engineer	18.80
Ventilation Equipment Tender	14.83
Water Treatment Plant Operator	18.01
Protective Service Occupations	
Alarm Monitor	8.39
Corrections Officer	21.30
Court Security Officer	22.21
Detention Officer	21.30
Firefighter	20.40
Guard I	7.51
Guard II	8.39
Police Officer	24.94
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.26
Hatch Tender	15.26
Line Handler	15.26
Stevedore I	14.58
Stevedore II	15.97
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.60
Archeological Technician II	14.10
Archeological Technician III	17.45
Cartographic Technician	17.45
Civil Engineering Technician	17.45
Computer Based Training (CBT) Specialist/ Instructor	20.63
Drafter I	11.22
Drafter II	12.60
Drafter III	14.08
Drafter IV	17.45
Engineering Technician I	11.22
Engineering Technician II	12.60
Engineering Technician III	14.08
Engineering Technician IV	17.45
Engineering Technician V	21.34
Engineering Technician VI	25.83
Environmental Technician	16.91
Flight Simulator/Instructor (Pilot)	28.03
Graphic Artist	20.63
Instructor	20.65
Laboratory Technician	15.89
Mathematical Technician	17.45
Paralegal/Legal Assistant I	12.41
Paralegal/Legal Assistant II	18.25

Paralegal/Legal Assistant III	22.31
Paralegal/Legal Assistant IV	27.00
Photooptics Technician	17.45
Technical Writer	21.71
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	15.89
Weather Observer, Senior (3)	16.91
Weather Observer, Upper Air (3)	15.89
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.31
Parking and Lot Attendant	10.45
Shuttle Bus Driver	13.63
Taxi Driver	12.93
Truckdriver, Heavy Truck	16.39
Truckdriver, Light Truck	13.63
Truckdriver, Medium Truck	14.31
Truckdriver, Tractor-Trailer	16.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 1 week paid vacation after 6 months of service with a contractor or success weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of similar at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic for any hours worked between 6pm and 6am. If you are a full-time employee (40 hour week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face,

arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerin covered under high degree hazard.)

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 198 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week or \$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication was obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20401. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order of priority: classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than

days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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WAGE DETERMINATION NO: 94-2126 REV (10) AREA: FL,TAMPAWAGE DETERMINATION NO: **94-2126** REV (10) AREA: FL,TAMPA

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage Determinations

Wage Determination No.: 1994-2126

Revision No.: 10

Date Of Last Revision: 09/14/2000

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsbor
Lee, Manatee, Pasco, Pinellas, Polk, Sarasota****Fringe Benefits Required Follow the Occupational Listing******OCCUPATION TITLE****MINIMUM WAGE RATE****Administrative Support and Clerical Occupations**

Accounting Clerk I	8.28
Accounting Clerk II	9.65
Accounting Clerk III	10.85
Accounting Clerk IV	13.23
Court Reporter	12.52
Dispatcher, Motor Vehicle	10.69
Document Preparation Clerk	10.02
Duplicating Machine Operator	10.02
Film/Tape Librarian	9.54
General Clerk I	7.41
General Clerk II	7.76
General Clerk III	9.05
General Clerk IV	9.59
Housing Referral Assistant	15.03
Key Entry Operator I	7.23
Key Entry Operator II	8.97
Messenger (Courier)	7.38
Order Clerk I	7.93
Order Clerk II	9.46
Personnel Assistant (Employment) I	7.97
Personnel Assistant (Employment) II	11.26
Personnel Assistant (Employment) III	12.64
Personnel Assistant (Employment) IV	13.07
Production Control Clerk	13.77
Rental Clerk	10.97
Scheduler, Maintenance	10.97
Secretary I	10.97
Secretary II	12.92
Secretary III	15.03
Secretary IV	17.81
Secretary V	19.73
Service Order Dispatcher	9.57
Stenographer I	12.07
Stenographer II	12.93
Supply Technician	15.90
Survey Worker (Interviewer)	11.24
Switchboard Operator-Receptionist	8.84
Test Examiner	12.92

Test Proctor	12.92
Travel Clerk I	8.50
Travel Clerk II	9.24
Travel Clerk III	10.06
Word Processor I	9.65
Word Processor II	10.25
Word Processor III	12.11
Automatic Data Processing Occupations	
Computer Data Librarian	9.19
Computer Operator I	9.19
Computer Operator II	11.07
Computer Operator III	14.01
Computer Operator IV	15.55
Computer Operator V	15.95
Computer Programmer I (1)	16.95
Computer Programmer II (1)	19.49
Computer Programmer III (1)	22.60
Computer Programmer IV (1)	25.04
Computer Systems Analyst I (1)	22.10
Computer Systems Analyst II (1)	26.25
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.38
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.84
Automotive Glass Installer	14.47
Automotive Worker	14.47
Electrician, Automotive	15.14
Mobile Equipment Servicer	13.12
Motor Equipment Metal Mechanic	15.84
Motor Equipment Metal Worker	14.47
Motor Vehicle Mechanic	15.21
Motor Vehicle Mechanic Helper	12.38
Motor Vehicle Upholstery Worker	13.79
Motor Vehicle Wrecker	14.47
Painter, Automotive	15.14
Radiator Repair Specialist	14.47
Tire Repairer	12.68
Transmission Repair Specialist	15.84
Food Preparation and Service Occupations	
Baker	9.49
Cook I	8.53
Cook II	9.49
Dishwasher	7.20
Food Service Worker	7.21
Meat Cutter	10.56
Waiter/Waitress	6.88
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.14
Furniture Handler	12.13
Furniture Refinisher	15.14
Furniture Refinisher Helper	12.38
Furniture Repairer, Minor	13.79
Upholsterer	15.14
General Services and Support Occupations	
Cleaner, Vehicles	7.23
Elevator Operator	6.66
Gardener	9.80
House Keeping Aid I	6.52
House Keeping Aid II	7.23
Janitor	7.23
Laborer, Grounds Maintenance	7.92
Maid or Houseman	6.52
Pest Controller	9.33
Refuse Collector	7.23

Tractor Operator	9.21
Window Cleaner	7.91
Health Occupations	
Dental Assistant	10.82
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.98
Licensed Practical Nurse I	11.69
Licensed Practical Nurse II	13.11
Licensed Practical Nurse III	14.67
Medical Assistant	9.78
Medical Laboratory Technician	10.73
Medical Record Clerk	10.73
Medical Record Technician	12.93
Nursing Assistant I	6.78
Nursing Assistant II	7.62
Nursing Assistant III	8.31
Nursing Assistant IV	9.34
Pharmacy Technician	11.63
Phlebotomist	10.04
Registered Nurse I	12.93
Registered Nurse II	16.51
Registered Nurse II, Specialist	16.68
Registered Nurse III	19.87
Registered Nurse III, Anesthetist	19.87
Registered Nurse IV	23.95
Information and Arts Occupations	
Audiovisual Librarian	17.81
Exhibits Specialist I	14.56
Exhibits Specialist II	17.80
Exhibits Specialist III	20.31
Illustrator I	14.11
Illustrator II	17.24
Illustrator III	19.68
Librarian	19.73
Library Technician	11.24
Photographer I	12.45
Photographer II	14.11
Photographer III	17.24
Photographer IV	19.68
Photographer V	23.81
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.32
Counter Attendant	6.32
Dry Cleaner	8.15
Finisher, Flatwork, Machine	6.32
Presser, Hand	6.32
Presser, Machine, Drycleaning	6.32
Presser, Machine, Shirts	6.32
Presser, Machine, Wearing Apparel, Laundry	6.32
Sewing Machine Operator	8.73
Tailor	9.30
Washer, Machine	6.94
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.14
Tool and Die Maker	17.83
Material Handling and Packing Occupations	
Forklift Operator	11.19
Fuel Distribution System Operator	13.12
Material Coordinator	14.87
Material Expediter	14.87
Material Handling Laborer	9.12
Order Filler	10.38
Production Line Worker (Food Processing)	9.16
Shipping Packer	10.54
Shipping/Receiving Clerk	10.75

Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	8.31
Tools and Parts Attendant	10.53
Warehouse Specialist	10.53
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.21
Aircraft Mechanic Helper	14.23
Aircraft Quality Control Inspector	18.99
Aircraft Servicer	15.85
Aircraft Worker	16.63
Appliance Mechanic	15.14
Bicycle Repairer	12.68
Cable Splicer	15.84
Carpenter, Maintenance	15.14
Carpet Layer	14.83
Electrician, Maintenance	15.84
Electronics Technician, Maintenance I	14.10
Electronics Technician, Maintenance II	17.16
Electronics Technician, Maintenance III	20.61
Fabric Worker	13.79
Fire Alarm System Mechanic	15.84
Fire Extinguisher Repairer	13.51
Fuel Distribution System Mechanic	15.84
General Maintenance Worker	14.47
Heating, Refrigeration and Air Conditioning Mechanic	15.84
Heavy Equipment Mechanic	15.84
Heavy Equipment Operator	15.51
Instrument Mechanic	15.84
Laborer	10.48
Locksmith	15.14
Machinery Maintenance Mechanic	15.84
Machinist, Maintenance	15.84
Maintenance Trades Helper	12.38
Millwright	17.45
Office Appliance Repairer	15.14
Painter, Aircraft	15.14
Painter, Maintenance	15.14
Pipefitter, Maintenance	15.84
Plumber, Maintenance	15.14
Pneudraulic Systems Mechanic	15.84
Rigger	15.84
Scale Mechanic	14.47
Sheet-Metal Worker, Maintenance	15.84
Small Engine Mechanic	14.47
Telecommunication Mechanic I	15.84
Telecommunication Mechanic II	18.77
Telephone Lineman	15.84
Welder, Combination, Maintenance	15.84
Well Driller	15.84
Woodcraft Worker	15.84
Woodworker	14.18
Miscellaneous Occupations	
Animal Caretaker	7.49
Carnival Equipment Operator	9.21
Carnival Equipment Repairer	9.80
Carnival Worker	7.23
Cashier	6.91
Desk Clerk	7.27
Embalmer	15.81
Lifeguard	7.42
Mortician	15.81
Park Attendant (Aide)	9.33
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.35
Recreation Specialist	12.78

Recycling Worker	9.21
Sales Clerk	7.42
School Crossing Guard (Crosswalk Attendant)	7.23
Sport Official	7.42
Survey Party Chief (Chief of Party)	11.44
Surveying Aide	6.81
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.40
Swimming Pool Operator	9.49
Vending Machine Attendant	9.04
Vending Machine Repairer	10.70
Vending Machine Repairer Helper	9.04
Personal Needs Occupations	
Child Care Attendant	7.27
Child Care Center Clerk	10.40
Chore Aid	6.52
Homemaker	11.56
Plant and System Operation Occupations	
Boiler Tender	15.84
Sewage Plant Operator	15.14
Stationary Engineer	15.84
Ventilation Equipment Tender	12.38
Water Treatment Plant Operator	15.14
Protective Service Occupations	
Alarm Monitor	10.84
Corrections Officer	14.13
Court Security Officer	14.13
Detention Officer	14.13
Firefighter	13.63
Guard I	5.98
Guard II	9.43
Police Officer	17.44
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	12.42
Hatch Tender	10.81
Line Handler	10.81
Stevedore I	11.79
Stevedore II	13.05
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.42
Archeological Technician II	13.96
Archeological Technician III	17.24
Cartographic Technician	19.82
Civil Engineering Technician	17.24
Computer Based Training (CBT) Specialist/ Instructor	20.03
Drafter I	11.33
Drafter II	13.64
Drafter III	15.45
Drafter IV	18.89
Engineering Technician I	12.96
Engineering Technician II	14.55
Engineering Technician III	16.48
Engineering Technician IV	20.19
Engineering Technician V	21.55
Engineering Technician VI	24.30
Environmental Technician	17.48
Flight Simulator/Instructor (Pilot)	23.78
Graphic Artist	20.03
Instructor	17.93
Laboratory Technician	13.99
Mathematical Technician	17.48
Paralegal/Legal Assistant I	11.63

Paralegal/Legal Assistant II	15.49
Paralegal/Legal Assistant III	18.95
Paralegal/Legal Assistant IV	22.94
Photooptics Technician	17.48
Technical Writer	21.42
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.01
Weather Observer, Senior (3)	15.57
Weather Observer, Upper Air (3)	14.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.42
Parking and Lot Attendant	7.98
Shuttle Bus Driver	10.82
Taxi Driver	8.74
Truckdriver, Heavy Truck	13.58
Truckdriver, Light Truck	10.82
Truckdriver, Medium Truck	12.24
Truckdriver, Tractor-Trailer	13.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan common to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours per week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving the handling and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives

incendiary materials which involves potential injury such as laceration of hands, f arms of the employee engaged in the operation and, possibly adjacent employees, irr of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendia ordnance material other than small arms ammunition. (Distribution of raw nitroglyc covered under high degree hazard.)

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (eit the terms of the Government contract, by the employer, by the state or local law, e the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequa number of uniforms without cost or to reimburse employees for the actual cost of th uniforms. In addition, where uniform cleaning and maintenance is made the responsi of the employee, all contractors and subcontractors subject to this wage determinat shall (in the absence of a bona fide collective bargaining agreement providing for different amount, or the furnishing of contrary affirmative proof as to the actual reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per we \$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal ga and do not require any special treatment such as dry cleaning, daily washing, or cc laundering in order to meet the cleanliness or appearance standards set by the term Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is n listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appr level of skill comparison) between such unlisted classifications and the classifica listed in the wage determination. Such conformed classes of employees shall be pai monetary wages and furnished the fringe benefits as are determined. Such conformir process shall be initiated by the contractor prior to the performance of contract w such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separ 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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6) The contractor informs the affected employees.

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WAGE DETERMINATION NO: 94-2122 REV (13) AREA: FL,NORTHWEST FLORIDA  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
| WASHINGTON D.C. 20210

State: Florida  
Area: Florida Counties of Bay, Calhoun, Escambia, Franklin, Gadsden, Gulf, Holmes,  
Jefferson, Leon, Liberty, Okaloosa, Santa Rosa, Wakulla, Walton, Washington

| **Fringe Benefits Required Follow the Occupational Listing** |                   |
|--------------------------------------------------------------|-------------------|
| OCCUPATION TITLE                                             | MINIMUM WAGE RATE |
| Administrative Support and Clerical Occupations              |                   |
| Accounting Clerk I                                           | 7.74              |
| Accounting Clerk II                                          | 8.60              |
| Accounting Clerk III                                         | 10.18             |
| Accounting Clerk IV                                          | 12.32             |
| Court Reporter                                               | 10.17             |
| Dispatcher, Motor Vehicle                                    | 10.21             |
| Document Preparation Clerk                                   | 8.59              |
| Duplicating Machine Operator                                 | 8.59              |
| Film/Tape Librarian                                          | 10.91             |
| General Clerk I                                              | 5.78              |
| General Clerk II                                             | 7.34              |
| General Clerk III                                            | 8.59              |
| General Clerk IV                                             | 9.65              |
| Housing Referral Assistant                                   | 10.63             |
| Key Entry Operator I                                         | 7.83              |
| Key Entry Operator II                                        | 9.56              |
| Messenger (Courier)                                          | 5.78              |
| Order Clerk I                                                | 7.89              |
| Order Clerk II                                               | 10.33             |
| Personnel Assistant (Employment) I                           | 6.04              |
| Personnel Assistant (Employment) II                          | 7.68              |
| Personnel Assistant (Employment) III                         | 8.98              |
| Personnel Assistant (Employment) IV                          | 10.09             |
| Production Control Clerk                                     | 10.63             |
| Rental Clerk                                                 | 9.03              |
| Scheduler, Maintenance                                       | 9.96              |
| Secretary I                                                  | 9.51              |
| Secretary II                                                 | 10.17             |
| Secretary III                                                | 10.63             |
| Secretary IV                                                 | 11.63             |
| Secretary V                                                  | 12.85             |
| Service Order Dispatcher                                     | 9.03              |
| Stenographer I                                               | 8.47              |
| Stenographer II                                              | 10.63             |
| Supply Technician                                            | 11.65             |
| Survey Worker (Interviewer)                                  | 10.21             |
| Switchboard Operator-Receptionist                            | 7.62              |
| Test Examiner                                                | 10.17             |

|                                              |       |
|----------------------------------------------|-------|
| Test Proctor                                 | 10.17 |
| Travel Clerk I                               | 7.73  |
| Travel Clerk II                              | 8.22  |
| Travel Clerk III                             | 8.68  |
| Word Processor I                             | 7.52  |
| Word Processor II                            | 9.04  |
| Word Processor III                           | 9.54  |
| Automatic Data Processing Occupations        |       |
| Computer Data Librarian                      | 9.22  |
| Computer Operator I                          | 9.22  |
| Computer Operator II                         | 10.97 |
| Computer Operator III                        | 12.47 |
| Computer Operator IV                         | 14.46 |
| Computer Operator V                          | 15.21 |
| Computer Programmer I (1)                    | 11.85 |
| Computer Programmer II (1)                   | 14.67 |
| Computer Programmer III (1)                  | 17.65 |
| Computer Programmer IV (1)                   | 20.12 |
| Computer Systems Analyst I (1)               | 18.39 |
| Computer Systems Analyst II (1)              | 21.15 |
| Computer Systems Analyst III (1)             | 24.12 |
| Peripheral Equipment Operator                | 9.22  |
| Automotive Service Occupations               |       |
| Automotive Body Repairer, Fiberglass         | 17.84 |
| Automotive Glass Installer                   | 16.05 |
| Automotive Worker                            | 16.05 |
| Electrician, Automotive                      | 16.94 |
| Mobile Equipment Servicer                    | 14.27 |
| Motor Equipment Metal Mechanic               | 17.84 |
| Motor Equipment Metal Worker                 | 16.05 |
| Motor Vehicle Mechanic                       | 17.84 |
| Motor Vehicle Mechanic Helper                | 13.32 |
| Motor Vehicle Upholstery Worker              | 15.19 |
| Motor Vehicle Wrecker                        | 16.05 |
| Painter, Automotive                          | 16.94 |
| Radiator Repair Specialist                   | 16.05 |
| Tire Repairer                                | 13.79 |
| Transmission Repair Specialist               | 17.84 |
| Food Preparation and Service Occupations     |       |
| Baker                                        | 10.02 |
| Cook I                                       | 8.91  |
| Cook II                                      | 10.02 |
| Dishwasher                                   | 6.52  |
| Food Service Worker                          | 6.52  |
| Meat Cutter                                  | 10.02 |
| Waiter/Waitress                              | 7.12  |
| Furniture Maintenance and Repair Occupations |       |
| Electrostatic Spray Painter                  | 16.94 |
| Furniture Handler                            | 12.50 |
| Furniture Refinisher                         | 16.94 |
| Furniture Refinisher Helper                  | 13.32 |
| Furniture Repairer, Minor                    | 15.19 |
| Upholsterer                                  | 16.94 |
| General Services and Support Occupations     |       |
| Cleaner, Vehicles                            | 6.52  |
| Elevator Operator                            | 6.52  |
| Gardener                                     | 8.91  |
| House Keeping Aid I                          | 5.93  |
| House Keeping Aid II                         | 6.52  |
| Janitor                                      | 6.94  |
| Laborer, Grounds Maintenance                 | 7.12  |
| Maid or Houseman                             | 5.93  |
| Pest Controller                              | 9.48  |
| Refuse Collector                             | 6.52  |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Tractor Operator                                              | 8.31  |
| Window Cleaner                                                | 7.12  |
| Health Occupations                                            | 10.93 |
| Dental Assistant                                              | 10.93 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 8.71  |
| Licensed Practical Nurse I                                    | 9.77  |
| Licensed Practical Nurse II                                   | 10.93 |
| Licensed Practical Nurse III                                  | 9.77  |
| Medical Assistant                                             | 9.77  |
| Medical Laboratory Technician                                 | 9.77  |
| Medical Record Clerk                                          | 13.54 |
| Medical Record Technician                                     | 7.10  |
| Nursing Assistant I                                           | 7.98  |
| Nursing Assistant II                                          | 8.71  |
| Nursing Assistant III                                         | 9.77  |
| Nursing Assistant IV                                          | 12.19 |
| Pharmacy Technician                                           | 9.77  |
| Phlebotomist                                                  | 13.54 |
| Registered Nurse I                                            | 16.57 |
| Registered Nurse II                                           | 16.57 |
| Registered Nurse II, Specialist                               | 20.05 |
| Registered Nurse III                                          | 20.05 |
| Registered Nurse III, Anesthetist                             | 24.02 |
| Registered Nurse IV                                           | 15.05 |
| Information and Arts Occupations                              | 15.26 |
| Audiovisual Librarian                                         | 18.59 |
| Exhibits Specialist I                                         | 21.87 |
| Exhibits Specialist II                                        | 15.26 |
| Exhibits Specialist III                                       | 18.59 |
| Illustrator I                                                 | 21.87 |
| Illustrator II                                                | 12.85 |
| Illustrator III                                               | 11.65 |
| Librarian                                                     | 12.90 |
| Library Technician                                            | 15.26 |
| Photographer I                                                | 18.59 |
| Photographer II                                               | 21.87 |
| Photographer III                                              | 26.44 |
| Photographer IV                                               |       |
| Photographer V                                                |       |
| Laundry, Dry Cleaning, Pressing and Related Occupations       | 6.24  |
| Assembler                                                     | 6.24  |
| Counter Attendant                                             | 7.37  |
| Dry Cleaner                                                   | 6.24  |
| Finisher, Flatwork, Machine                                   | 6.24  |
| Presser, Hand                                                 | 6.24  |
| Presser, Machine, Drycleaning                                 | 6.24  |
| Presser, Machine, Shirts                                      | 6.24  |
| Presser, Machine, Wearing Apparel, Laundry                    | 7.81  |
| Sewing Machine Operator                                       | 8.23  |
| Tailor                                                        | 6.58  |
| Washer, Machine                                               |       |
| Machine Tool Operation and Repair Occupations                 | 16.94 |
| Machine-Tool Operator (Toolroom)                              | 20.53 |
| Tool and Die Maker                                            |       |
| Material Handling and Packing Occupations                     | 12.50 |
| Forklift Operator                                             | 15.08 |
| Fuel Distribution System Operator                             | 14.27 |
| Material Coordinator                                          | 14.27 |
| Material Expediter                                            | 10.44 |
| Material Handling Laborer                                     | 10.18 |
| Order Filler                                                  | 13.32 |
| Production Line Worker (Food Processing)                      | 9.55  |
| Shipping Packer                                               | 10.33 |
| Shipping/Receiving Clerk                                      |       |

|                                                        |        |
|--------------------------------------------------------|--------|
| Stock Clerk (Shelf Stocker; Store Worker II)           | 11.60  |
| Store Worker I                                         | 8.51   |
| Tools and Parts Attendant                              | 13.32  |
| Warehouse Specialist                                   | 12.04  |
| Mechanics and Maintenance and Repair Occupations       |        |
| Aircraft Mechanic                                      | 17.84  |
| Aircraft Mechanic Helper                               | 13.32  |
| Aircraft Quality Control Inspector                     | 18.751 |
| Aircraft Servicer                                      | 15.19  |
| Aircraft Worker                                        | 16.05  |
| Appliance Mechanic                                     | 16.94  |
| Bicycle Repairer                                       | 13.79  |
| Cable Splicer                                          | 17.84  |
| Carpenter, Maintenance                                 | 16.94  |
| Carpet Layer                                           | 16.05  |
| Electrician, Maintenance                               | 17.84  |
| Electronics Technician, Maintenance I                  | 16.72  |
| Electronics Technician, Maintenance II                 | 19.35  |
| Electronics Technician, Maintenance III                | 20.39  |
| Fabric Worker                                          | 15.19  |
| Fire Alarm System Mechanic                             | 17.84  |
| Fire Extinguisher Repairer                             | 14.27  |
| Fuel Distribution System Mechanic                      | 17.84  |
| General Maintenance Worker                             | 16.05  |
| Heating, Refrigeration and Air Conditioning Mechanic   | 17.84  |
| Heavy Equipment Mechanic                               | 17.84  |
| Heavy Equipment Operator                               | 17.84  |
| Instrument Mechanic                                    | 17.84  |
| Laborer                                                | 9.00   |
| Locksmith                                              | 16.94  |
| Machinery Maintenance Mechanic                         | 19.48  |
| Machinist, Maintenance                                 | 17.84  |
| Maintenance Trades Helper                              | 13.32  |
| Millwright                                             | 17.84  |
| Office Appliance Repairer                              | 16.94  |
| Painter, Aircraft                                      | 16.94  |
| Painter, Maintenance                                   | 16.94  |
| Pipefitter, Maintenance                                | 17.84  |
| Plumber, Maintenance                                   | 16.94  |
| Pneudraulic Systems Mechanic                           | 17.84  |
| Rigger                                                 | 17.84  |
| Scale Mechanic                                         | 16.05  |
| Sheet-Metal Worker, Maintenance                        | 17.84  |
| Small Engine Mechanic                                  | 16.05  |
| Telecommunication Mechanic I                           | 17.84  |
| Telecommunication Mechanic II                          | 18.75  |
| Telephone Lineman                                      | 17.84  |
| Welder, Combination, Maintenance                       | 17.84  |
| Well Driller                                           | 17.84  |
| Woodcraft Worker                                       | 17.84  |
| Woodworker                                             | 14.27  |
| Miscellaneous Occupations                              |        |
| Animal Caretaker                                       | 7.72   |
| Carnival Equipment Operator                            | 8.31   |
| Carnival Equipment Repairer                            | 8.91   |
| Carnival Worker                                        | 6.94   |
| Cashier                                                | 5.89   |
| Desk Clerk                                             | 6.50   |
| Embalmer                                               | 16.57  |
| Lifeguard                                              | 5.79   |
| Mortician                                              | 16.57  |
| Park Attendant (Aide)                                  | 7.28   |
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 6.50   |
| Recreation Specialist                                  | 11.63  |

|                                                            |       |
|------------------------------------------------------------|-------|
| Recycling Worker                                           | 8.31  |
| Sales Clerk                                                | 5.79  |
| School Crossing Guard (Crosswalk Attendant)                | 6.94  |
| Sport Official                                             | 5.79  |
| Survey Party Chief (Chief of Party)                        | 8.95  |
| Surveying Aide                                             | 5.33  |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 8.10  |
| Swimming Pool Operator                                     | 10.02 |
| Vending Machine Attendant                                  | 8.31  |
| Vending Machine Repairer                                   | 10.02 |
| Vending Machine Repairer Helper                            | 8.31  |
| Personal Needs Occupations                                 |       |
| Child Care Attendant                                       | 6.50  |
| Child Care Center Clerk                                    | 8.10  |
| Chore Aid                                                  | 5.93  |
| Homemaker                                                  | 9.01  |
| Plant and System Operation Occupations                     |       |
| Boiler Tender                                              | 17.84 |
| Sewage Plant Operator                                      | 16.94 |
| Stationary Engineer                                        | 17.84 |
| Ventilation Equipment Tender                               | 13.32 |
| Water Treatment Plant Operator                             | 16.94 |
| Protective Service Occupations                             |       |
| Alarm Monitor                                              | 5.85  |
| Corrections Officer                                        | 11.87 |
| Court Security Officer                                     | 12.33 |
| Detention Officer                                          | 11.87 |
| Firefighter                                                | 11.86 |
| Guard I                                                    | 5.33  |
| Guard II                                                   | 5.85  |
| Police Officer                                             | 14.75 |
| Stevedoring/Longshoremen Occupations                       |       |
| Blocker and Bracer                                         | 14.56 |
| Hatch Tender                                               | 14.56 |
| Line Handler                                               | 14.56 |
| Stevedore I                                                | 13.72 |
| Stevedore II                                               | 15.29 |
| Technical Occupations                                      |       |
| Air Traffic Control Specialist, Center (2)                 | 26.07 |
| Air Traffic Control Specialist, Station (2)                | 17.98 |
| Air Traffic Control Specialist, Terminal (2)               | 19.79 |
| Archeological Technician I                                 | 9.20  |
| Archeological Technician II                                | 10.35 |
| Archeological Technician III                               | 12.78 |
| Cartographic Technician                                    | 12.78 |
| Civil Engineering Technician                               | 12.78 |
| Computer Based Training (CBT) Specialist/ Instructor       | 18.39 |
| Drafter I                                                  | 10.75 |
| Drafter II                                                 | 12.90 |
| Drafter III                                                | 15.26 |
| Drafter IV                                                 | 18.59 |
| Engineering Technician I                                   | 8.23  |
| Engineering Technician II                                  | 9.22  |
| Engineering Technician III                                 | 10.33 |
| Engineering Technician IV                                  | 12.78 |
| Engineering Technician V                                   | 15.65 |
| Engineering Technician VI                                  | 18.93 |
| Environmental Technician                                   | 12.78 |
| Flight Simulator/Instructor (Pilot)                        | 21.15 |
| Graphic Artist                                             | 18.39 |
| Instructor                                                 | 15.65 |
| Laboratory Technician                                      | 12.47 |
| Mathematical Technician                                    | 12.78 |
| Paralegal/Legal Assistant I                                | 10.17 |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Paralegal/Legal Assistant II                                  | 11.63 |
| Paralegal/Legal Assistant III                                 | 14.23 |
| Paralegal/Legal Assistant IV                                  | 17.21 |
| Photooptics Technician                                        | 12.78 |
| Technical Writer                                              | 19.19 |
| Unexploded (UXO) Safety Escort                                | 16.57 |
| Unexploded (UXO) Sweep Personnel                              | 16.57 |
| Unexploded Ordnance (UXO) Technician I                        | 16.57 |
| Unexploded Ordnance (UXO) Technician II                       | 20.05 |
| Unexploded Ordnance (UXO) Technician III                      | 24.02 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 12.47 |
| Weather Observer, Senior (3)                                  | 16.08 |
| Weather Observer, Upper Air (3)                               | 12.47 |
| Transportation/ Mobile Equipment Operation Occupations        |       |
| Bus Driver                                                    | 11.47 |
| Parking and Lot Attendant                                     | 7.89  |
| Shuttle Bus Driver                                            | 10.77 |
| Taxi Driver                                                   | 9.74  |
| Truckdriver, Heavy Truck                                      | 12.11 |
| Truckdriver, Light Truck                                      | 10.77 |
| Truckdriver, Medium Truck                                     | 11.47 |
| Truckdriver, Tractor-Trailer                                  | 12.11 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension p  
civic and personal leave, severance pay, and savings and thrift plans. Minimum emp  
contributions costing an average of \$2.56 per hour computed on the basis of all hou  
worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or succes  
weeks after 7 years, and 4 weeks after 11 years. Length of service includes the wh  
of continuous service with the present contractor or successor, wherever employed,  
the predecessor contractors in the performance of similar work at the same Federal  
facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther K  
Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, C  
Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substit  
any of the named holidays another day off with pay in accordance with a plan commun  
to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a  
numbered):

1) Does not apply to employees employed in a bona fide executive, administrative,  
professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)  
2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee i  
entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.  
rate of basic pay plus a night pay differential amounting to 10 percent of the rate  
basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a  
tour of duty, you will earn a night differential and receive an additional 10% of b  
for any hours worked between 6pm and 6am. If you are a full-time employed (40 hour  
week) and Sunday is part of your regularly scheduled workweek, you are paid at your  
basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday w  
which is not overtime (i.e. occasional work on Sunday outside the normal tour of du  
considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees en  
in a position that represents a high degree of hazard including working with or in  
proximity to explosives and incendiary materials involved in research, testing,  
manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screeni  
blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositi  
as lead azide, black powder and photoflash power. All dry-house activities involvi  
propellants or explosives. Demilitarization, modification, renovation, demolition,  
maintenance operations on sensitive explosives and incendiary materials. All opera  
involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that rep  
a low degree of hazard. Including working with or in close proximity to explosives

incendiary materials which involves potential injury such as laceration of hands, f arms of the employee engaged in the operation and, possibly adjacent employees, irr of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendia ordnance material other than small arms ammunition. (Distribution of raw nitroglyc covered under high degree hazard.)

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (eit the terms of the Government contract, by the employer, by the state or local law, e the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequa number of uniforms without cost or to reimburse employees for the actual cost of th uniforms. In addition, where uniform cleaning and maintenance is made the responsi of the employee, all contractors and subcontractors subject to this wage determinat shall (in the absence of a bona fide collective bargaining agreement providing for different amount, or the furnishing of contrary affirmative proof as to the actual reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per we \$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal ga and do not require any special treatment such as dry cleaning, daily washing, or cc laundering in order to meet the cleanliness or appearance standards set by the term Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication r obtained from the Superintendent of Documents, at 202-783-3238, or by writing to th Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 2040 Copies of specific job descriptions may also be obtained from the appropriate contr officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is n listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appr level of skill comparison) between such unlisted classifications and the classifica listed in the wage determination. Such conformed classes of employees shall be pai monetary wages and furnished the fringe benefits as are determined. Such conformin process shall be initiated by the contractor prior to the performance of contract w such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separ 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occup and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), inc information regarding the agreement or disagreement of the authorized representativ employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later th days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a repor action, together with the agency's recommendations and pertinent information includ

position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disallows the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Reassignment is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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WAGE DETERMINATION NO: 94-2104 REV (16) AREA: DC, DISTRICT-WIDE  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
| WASHINGTON D.C. 20210

|                              |                                    |                                                                                            |
|------------------------------|------------------------------------|--------------------------------------------------------------------------------------------|
| William W. Gross<br>Director | Division of<br>Wage Determinations | Wage Determination No.: 1994-2104<br>Revision No.: 16<br>Date Of Last Revision: 09/13/2000 |
|------------------------------|------------------------------------|--------------------------------------------------------------------------------------------|

States: District of Columbia, Maryland, Virginia  
Area: District of Columbia Statewide  
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St M  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King G  
Loudoun, Prince William, Stafford

| **Fringe Benefits Required Follow the Occupational Listing** |                   |
|--------------------------------------------------------------|-------------------|
| OCCUPATION TITLE                                             | MINIMUM WAGE RATE |
| Administrative Support and Clerical Occupations              |                   |
| Accounting Clerk I                                           | 10.16             |
| Accounting Clerk II                                          | 11.88             |
| Accounting Clerk III                                         | 14.04             |
| Accounting Clerk IV                                          | 16.37             |
| Court Reporter                                               | 13.68             |
| Dispatcher, Motor Vehicle                                    | 14.33             |
| Document Preparation Clerk                                   | 11.29             |
| Duplicating Machine Operator                                 | 11.29             |
| Film/Tape Librarian                                          | 13.64             |
| General Clerk I                                              | 9.30              |
| General Clerk II                                             | 10.92             |
| General Clerk III                                            | 12.20             |
| General Clerk IV                                             | 17.04             |
| Housing Referral Assistant                                   | 17.20             |
| Key Entry Operator I                                         | 10.40             |
| Key Entry Operator II                                        | 11.62             |
| Messenger (Courier)                                          | 9.30              |
| Order Clerk I                                                | 11.65             |
| Order Clerk II                                               | 12.88             |
| Personnel Assistant (Employment) I                           | 11.49             |
| Personnel Assistant (Employment) II                          | 12.54             |
| Personnel Assistant (Employment) III                         | 14.46             |
| Personnel Assistant (Employment) IV                          | 17.24             |
| Production Control Clerk                                     | 16.30             |
| Rental Clerk                                                 | 14.02             |
| Scheduler, Maintenance                                       | 14.02             |
| Secretary I                                                  | 14.02             |
| Secretary II                                                 | 15.35             |
| Secretary III                                                | 17.21             |
| Secretary IV                                                 | 19.57             |
| Secretary V                                                  | 22.01             |
| Service Order Dispatcher                                     | 12.50             |
| Stenographer I                                               | 13.72             |
| Stenographer II                                              | 15.39             |
| Supply Technician                                            | 19.57             |
| Survey Worker (Interviewer)                                  | 13.68             |

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|                                              |       |
|----------------------------------------------|-------|
| Switchboard Operator-Receptionist            | 10.64 |
| Test Examiner                                | 15.35 |
| Test Proctor                                 | 15.35 |
| Travel Clerk I                               | 9.19  |
| Travel Clerk II                              | 9.87  |
| Travel Clerk III                             | 10.60 |
| Word Processor I                             | 10.85 |
| Word Processor II                            | 12.47 |
| Word Processor III                           | 15.47 |
| Automatic Data Processing Occupations        |       |
| Computer Data Librarian                      | 10.56 |
| Computer Operator I                          | 10.59 |
| Computer Operator II                         | 12.48 |
| Computer Operator III                        | 15.13 |
| Computer Operator IV                         | 17.11 |
| Computer Operator V                          | 18.41 |
| Computer Programmer I (1)                    | 17.08 |
| Computer Programmer II (1)                   | 20.04 |
| Computer Programmer III (1)                  | 23.46 |
| Computer Programmer IV (1)                   | 27.21 |
| Computer Systems Analyst I (1)               | 21.34 |
| Computer Systems Analyst II (1)              | 27.62 |
| Computer Systems Analyst III (1)             | 27.62 |
| Peripheral Equipment Operator                | 11.87 |
| Automotive Service Occupations               |       |
| Automotive Body Repairer, Fiberglass         | 19.03 |
| Automotive Glass Installer                   | 17.03 |
| Automotive Worker                            | 17.03 |
| Electrician, Automotive                      | 18.05 |
| Mobile Equipment Servicer                    | 14.94 |
| Motor Equipment Metal Mechanic               | 19.03 |
| Motor Equipment Metal Worker                 | 17.03 |
| Motor Vehicle Mechanic                       | 19.11 |
| Motor Vehicle Mechanic Helper                | 13.85 |
| Motor Vehicle Upholstery Worker              | 16.01 |
| Motor Vehicle Wrecker                        | 17.03 |
| Painter, Automotive                          | 18.05 |
| Radiator Repair Specialist                   | 17.03 |
| Tire Repairer                                | 14.94 |
| Transmission Repair Specialist               | 19.03 |
| Food Preparation and Service Occupations     |       |
| Baker                                        | 11.87 |
| Cook I                                       | 10.41 |
| Cook II                                      | 11.87 |
| Dishwasher                                   | 8.60  |
| Food Service Worker                          | 8.19  |
| Meat Cutter                                  | 13.65 |
| Waiter/Waitress                              | 8.17  |
| Furniture Maintenance and Repair Occupations |       |
| Electrostatic Spray Painter                  | 18.05 |
| Furniture Handler                            | 12.55 |
| Furniture Refinisher                         | 18.05 |
| Furniture Refinisher Helper                  | 13.85 |
| Furniture Repairer, Minor                    | 16.01 |
| Upholsterer                                  | 18.05 |
| General Services and Support Occupations     |       |
| Cleaner, Vehicles                            | 8.21  |
| Elevator Operator                            | 8.60  |
| Gardener                                     | 11.94 |
| House Keeping Aid I                          | 7.67  |
| House Keeping Aid II                         | 8.50  |
| Janitor                                      | 8.47  |
| Laborer, Grounds Maintenance                 | 9.37  |
| Maid or Houseman                             | 7.61  |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Pest Controller                                               | 11.17 |
| Refuse Collector                                              | 8.60  |
| Tractor Operator                                              | 11.07 |
| Window Cleaner                                                | 9.23  |
| Health Occupations                                            |       |
| Dental Assistant                                              | 12.21 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 11.95 |
| Licensed Practical Nurse I                                    | 14.11 |
| Licensed Practical Nurse II                                   | 15.84 |
| Licensed Practical Nurse III                                  | 17.73 |
| Medical Assistant                                             | 10.92 |
| Medical Laboratory Technician                                 | 10.92 |
| Medical Record Clerk                                          | 10.92 |
| Medical Record Technician                                     | 13.15 |
| Nursing Assistant I                                           | 7.53  |
| Nursing Assistant II                                          | 8.47  |
| Nursing Assistant III                                         | 10.85 |
| Nursing Assistant IV                                          | 12.18 |
| Pharmacy Technician                                           | 11.84 |
| Phlebotomist                                                  | 10.19 |
| Registered Nurse I                                            | 18.90 |
| Registered Nurse II                                           | 21.19 |
| Registered Nurse II, Specialist                               | 21.19 |
| Registered Nurse III                                          | 25.65 |
| Registered Nurse III, Anesthetist                             | 25.65 |
| Registered Nurse IV                                           | 30.74 |
| Information and Arts Occupations                              |       |
| Audiovisual Librarian                                         | 18.95 |
| Exhibits Specialist I                                         | 15.64 |
| Exhibits Specialist II                                        | 19.56 |
| Exhibits Specialist III                                       | 24.08 |
| Illustrator I                                                 | 15.64 |
| Illustrator II                                                | 19.56 |
| Illustrator III                                               | 24.08 |
| Librarian                                                     | 21.32 |
| Library Technician                                            | 13.99 |
| Photographer I                                                | 13.93 |
| Photographer II                                               | 15.64 |
| Photographer III                                              | 19.56 |
| Photographer IV                                               | 24.08 |
| Photographer V                                                | 26.50 |
| Laundry, Dry Cleaning, Pressing and Related Occupations       |       |
| Assembler                                                     | 6.93  |
| Counter Attendant                                             | 6.93  |
| Dry Cleaner                                                   | 8.94  |
| Finisher, Flatwork, Machine                                   | 6.93  |
| Presser, Hand                                                 | 6.93  |
| Presser, Machine, Drycleaning                                 | 6.93  |
| Presser, Machine, Shirts                                      | 6.93  |
| Presser, Machine, Wearing Apparel, Laundry                    | 6.93  |
| Sewing Machine Operator                                       | 9.66  |
| Tailor                                                        | 10.35 |
| Washer, Machine                                               | 7.60  |
| Machine Tool Operation and Repair Occupations                 |       |
| Machine-Tool Operator (Toolroom)                              | 18.05 |
| Tool and Die Maker                                            | 21.95 |
| Material Handling and Packing Occupations                     |       |
| Forklift Operator                                             | 12.68 |
| Fuel Distribution System Operator                             | 17.62 |
| Material Coordinator                                          | 16.10 |
| Material Expediter                                            | 16.10 |
| Material Handling Laborer                                     | 10.36 |
| Order Filler                                                  | 13.21 |
| Production Line Worker (Food Processing)                      | 11.64 |

|                                                      |       |
|------------------------------------------------------|-------|
| Shipping Packer                                      | 12.21 |
| Shipping/Receiving Clerk                             | 13.09 |
| Stock Clerk (Shelf Stocker; Store Worker II)         | 12.09 |
| Store Worker I                                       | 8.61  |
| Tools and Parts Attendant                            | 14.77 |
| Warehouse Specialist                                 | 13.05 |
| Mechanics and Maintenance and Repair Occupations     | 19.95 |
| Aircraft Mechanic                                    | 14.51 |
| Aircraft Mechanic Helper                             | 21.01 |
| Aircraft Quality Control Inspector                   | 16.78 |
| Aircraft Servicer                                    | 17.84 |
| Aircraft Worker                                      | 18.05 |
| Appliance Mechanic                                   | 14.43 |
| Bicycle Repairer                                     | 19.03 |
| Cable Splicer                                        | 18.05 |
| Carpenter, Maintenance                               | 17.44 |
| Carpet Layer                                         | 19.20 |
| Electrician, Maintenance                             | 16.05 |
| Electronics Technician, Maintenance I                | 20.49 |
| Electronics Technician, Maintenance II               | 22.31 |
| Electronics Technician, Maintenance III              | 15.76 |
| Fabric Worker                                        | 19.03 |
| Fire Alarm System Mechanic                           | 14.94 |
| Fire Extinguisher Repairer                           | 19.03 |
| Fuel Distribution System Mechanic                    | 16.46 |
| General Maintenance Worker                           | 19.03 |
| Heating, Refrigeration and Air Conditioning Mechanic | 19.03 |
| Heavy Equipment Mechanic                             | 19.31 |
| Heavy Equipment Operator                             | 19.03 |
| Instrument Mechanic                                  | 10.04 |
| Laborer                                              | 18.05 |
| Locksmith                                            | 20.51 |
| Machinery Maintenance Mechanic                       | 21.52 |
| Machinist, Maintenance                               | 13.85 |
| Maintenance Trades Helper                            | 19.03 |
| Millwright                                           | 18.05 |
| Office Appliance Repairer                            | 18.05 |
| Painter, Aircraft                                    | 18.05 |
| Painter, Maintenance                                 | 18.39 |
| Pipefitter, Maintenance                              | 18.05 |
| Plumber, Maintenance                                 | 19.03 |
| Pneudraulic Systems Mechanic                         | 19.03 |
| Rigger                                               | 17.03 |
| Scale Mechanic                                       | 19.03 |
| Sheet-Metal Worker, Maintenance                      | 20.05 |
| Small Engine Mechanic                                | 19.03 |
| Telecommunication Mechanic I                         | 20.05 |
| Telecommunication Mechanic II                        | 19.03 |
| Telephone Lineman                                    | 19.03 |
| Welder, Combination, Maintenance                     | 19.03 |
| Well Driller                                         | 19.03 |
| Woodcraft Worker                                     | 15.32 |
| Woodworker                                           |       |
| Miscellaneous Occupations                            | 8.91  |
| Animal Caretaker                                     | 11.11 |
| Carnival Equipment Operator                          | 11.97 |
| Carnival Equipment Repairer                          | 7.48  |
| Carnival Worker                                      | 7.75  |
| Cashier                                              | 9.78  |
| Desk Clerk                                           | 19.04 |
| Embalmer                                             | 8.89  |
| Lifeguard                                            | 21.63 |
| Mortician                                            | 11.17 |
| Park Attendant (Aide)                                |       |

|                                                            |       |
|------------------------------------------------------------|-------|
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech)     | 9.03  |
| Recreation Specialist                                      | 15.94 |
| Recycling Worker                                           | 11.11 |
| Sales Clerk                                                | 8.03  |
| School Crossing Guard (Crosswalk Attendant)                | 8.60  |
| Sport Official                                             | 8.89  |
| Survey Party Chief (Chief of Party)                        | 12.33 |
| Surveying Aide                                             | 7.33  |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 11.21 |
| Swimming Pool Operator                                     | 11.87 |
| Vending Machine Attendant                                  | 9.68  |
| Vending Machine Repairer                                   | 11.90 |
| Vending Machine Repairer Helper                            | 9.68  |
| Personal Needs Occupations                                 |       |
| Child Care Attendant                                       | 8.99  |
| Child Care Center Clerk                                    | 12.54 |
| Chore Aid                                                  | 7.61  |
| Homemaker                                                  | 14.35 |
| Plant and System Operation Occupations                     |       |
| Boiler Tender                                              | 19.03 |
| Sewage Plant Operator                                      | 18.05 |
| Stationary Engineer                                        | 19.03 |
| Ventilation Equipment Tender                               | 13.85 |
| Water Treatment Plant Operator                             | 18.05 |
| Protective Service Occupations                             |       |
| Alarm Monitor                                              | 12.39 |
| Corrections Officer                                        | 17.69 |
| Court Security Officer                                     | 18.18 |
| Detention Officer                                          | 17.69 |
| Firefighter                                                | 18.84 |
| Guard I                                                    | 8.80  |
| Guard II                                                   | 11.59 |
| Police Officer                                             | 20.49 |
| Stevedoring/Longshoremen Occupations                       |       |
| Blocker and Bracer                                         | 16.46 |
| Hatch Tender                                               | 14.31 |
| Line Handler                                               | 14.31 |
| Stevedore I                                                | 15.47 |
| Stevedore II                                               | 17.45 |
| Technical Occupations                                      |       |
| Air Traffic Control Specialist, Center (2)                 | 26.40 |
| Air Traffic Control Specialist, Station (2)                | 18.14 |
| Air Traffic Control Specialist, Terminal (2)               | 20.30 |
| Archeological Technician I                                 | 14.11 |
| Archeological Technician II                                | 15.78 |
| Archeological Technician III                               | 19.56 |
| Cartographic Technician                                    | 22.50 |
| Civil Engineering Technician                               | 19.56 |
| Computer Based Training (CBT) Specialist/ Instructor       | 21.34 |
| Drafter I                                                  | 11.84 |
| Drafter II                                                 | 14.82 |
| Drafter III                                                | 16.64 |
| Drafter IV                                                 | 20.81 |
| Engineering Technician I                                   | 13.74 |
| Engineering Technician II                                  | 15.95 |
| Engineering Technician III                                 | 19.17 |
| Engineering Technician IV                                  | 21.99 |
| Engineering Technician V                                   | 26.90 |
| Engineering Technician VI                                  | 32.55 |
| Environmental Technician                                   | 18.91 |
| Flight Simulator/Instructor (Pilot)                        | 27.76 |
| Graphic Artist                                             | 18.56 |
| Instructor                                                 | 21.90 |
| Laboratory Technician                                      | 15.13 |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Mathematical Technician                                       | 19.13 |
| Paralegal/Legal Assistant I                                   | 14.53 |
| Paralegal/Legal Assistant II                                  | 18.53 |
| Paralegal/Legal Assistant III                                 | 22.67 |
| Paralegal/Legal Assistant IV                                  | 27.43 |
| Photooptics Technician                                        | 21.06 |
| Technical Writer                                              | 19.90 |
| Unexploded (UXO) Safety Escort                                | 16.92 |
| Unexploded (UXO) Sweep Personnel                              | 16.92 |
| Unexploded Ordnance (UXO) Technician I                        | 16.92 |
| Unexploded Ordnance (UXO) Technician II                       | 20.47 |
| Unexploded Ordnance (UXO) Technician III                      | 24.53 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 15.13 |
| Weather Observer, Senior (3)                                  | 17.62 |
| Weather Observer, Upper Air (3)                               | 15.13 |
| Transportation/ Mobile Equipment Operation Occupations        |       |
| Bus Driver                                                    | 13.70 |
| Parking and Lot Attendant                                     | 8.62  |
| Shuttle Bus Driver                                            | 11.76 |
| Taxi Driver                                                   | 10.01 |
| Truckdriver, Heavy Truck                                      | 17.52 |
| Truckdriver, Light Truck                                      | 11.78 |
| Truckdriver, Medium Truck                                     | 14.97 |
| Truckdriver, Tractor-Trailer                                  | 17.52 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan common to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at a rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hour week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that requires a low degree of hazard. Including working with or in close proximity to explosives incendiary materials which involves potential injury such as laceration of hands, f arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerin covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or dry laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20401. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444)**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(h) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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WAGE DETERMINATION NO: 94-2154 REV (21) AREA: HI, ISLAND-WIDE  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
| WASHINGTON D.C. 20210

State: Hawaii  
Area: Hawaii Statewide

<http://www.ceals.usace.army.mil/netacgi/nph-brs?s1=94-2154&op1=o.../srvc.html&r=1&f=> 20-Apr-01

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|                                              |       |
|----------------------------------------------|-------|
| Travel Clerk I                               | 9.91  |
| Travel Clerk II                              | 10.67 |
| Travel Clerk III                             | 11.44 |
| Word Processor I                             | 11.02 |
| Word Processor II                            | 12.14 |
| Word Processor III                           | 13.58 |
| Automatic Data Processing Occupations        |       |
| Computer Data Librarian                      | 10.71 |
| Computer Operator I                          | 12.43 |
| Computer Operator II                         | 13.60 |
| Computer Operator III                        | 16.17 |
| Computer Operator IV                         | 17.59 |
| Computer Operator V                          | 19.46 |
| Computer Programmer I (1)                    | 13.73 |
| Computer Programmer II (1)                   | 14.93 |
| Computer Programmer III (1)                  | 17.10 |
| Computer Programmer IV (1)                   | 20.78 |
| Computer Systems Analyst I (1)               | 19.86 |
| Computer Systems Analyst II (1)              | 22.29 |
| Computer Systems Analyst III (1)             | 25.08 |
| Peripheral Equipment Operator                | 10.71 |
| Automotive Service Occupations               |       |
| Automotive Body Repairer, Fiberglass         | 17.74 |
| Automotive Glass Installer                   | 15.99 |
| Automotive Worker                            | 15.99 |
| Electrician, Automotive                      | 16.85 |
| Mobile Equipment Servicer                    | 14.26 |
| Motor Equipment Metal Mechanic               | 17.74 |
| Motor Equipment Metal Worker                 | 15.99 |
| Motor Vehicle Mechanic                       | 19.27 |
| Motor Vehicle Mechanic Helper                | 13.06 |
| Motor Vehicle Upholstery Worker              | 15.12 |
| Motor Vehicle Wrecker                        | 15.99 |
| Painter, Automotive                          | 16.85 |
| Radiator Repair Specialist                   | 15.99 |
| Tire Repairer                                | 13.78 |
| Transmission Repair Specialist               | 17.71 |
| Food Preparation and Service Occupations     |       |
| Baker                                        | 13.52 |
| Cook I                                       | 12.10 |
| Cook II                                      | 13.52 |
| Dishwasher                                   | 10.22 |
| Food Service Worker                          | 9.03  |
| Meat Cutter                                  | 15.55 |
| Waiter/Waitress                              | 9.84  |
| Furniture Maintenance and Repair Occupations |       |
| Electrostatic Spray Painter                  | 17.41 |
| Furniture Handler                            | 11.71 |
| Furniture Refinisher                         | 17.41 |
| Furniture Refinisher Helper                  | 13.41 |
| Furniture Repairer, Minor                    | 15.12 |
| Upholsterer                                  | 17.41 |
| General Services and Support Occupations     |       |
| Cleaner, Vehicles                            | 9.68  |
| Elevator Operator                            | 9.03  |
| Gardener                                     | 13.51 |
| House Keeping Aid I                          | 9.98  |
| House Keeping Aid II                         | 10.73 |
| Janitor                                      | 9.03  |
| Laborer, Grounds Maintenance                 | 10.99 |
| Maid or Houseman                             | 9.44  |
| Pest Controller                              | 12.78 |
| Refuse Collector                             | 9.03  |
| Tractor Operator                             | 12.70 |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Window Cleaner                                                | 9.84  |
| Health Occupations                                            |       |
| Dental Assistant                                              | 10.93 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 10.93 |
| Licensed Practical Nurse I                                    | 8.71  |
| Licensed Practical Nurse II                                   | 10.37 |
| Licensed Practical Nurse III                                  | 11.60 |
| Medical Assistant                                             | 10.37 |
| Medical Laboratory Technician                                 | 10.37 |
| Medical Record Clerk                                          | 10.37 |
| Medical Record Technician                                     | 13.54 |
| Nursing Assistant I                                           | 7.53  |
| Nursing Assistant II                                          | 8.46  |
| Nursing Assistant III                                         | 9.23  |
| Nursing Assistant IV                                          | 10.37 |
| Pharmacy Technician                                           | 12.19 |
| Phlebotomist                                                  | 10.37 |
| Registered Nurse I                                            | 15.14 |
| Registered Nurse II                                           | 18.52 |
| Registered Nurse II, Specialist                               | 18.52 |
| Registered Nurse III                                          | 22.22 |
| Registered Nurse III, Anesthetist                             | 22.22 |
| Registered Nurse IV                                           | 26.64 |
| Information and Arts Occupations                              |       |
| Audiovisual Librarian                                         | 16.64 |
| Exhibits Specialist I                                         | 14.61 |
| Exhibits Specialist II                                        | 17.35 |
| Exhibits Specialist III                                       | 21.22 |
| Illustrator I                                                 | 16.34 |
| Illustrator II                                                | 19.37 |
| Illustrator III                                               | 23.68 |
| Librarian                                                     | 20.53 |
| Library Technician                                            | 14.96 |
| Photographer I                                                | 11.79 |
| Photographer II                                               | 14.21 |
| Photographer III                                              | 16.84 |
| Photographer IV                                               | 20.60 |
| Photographer V                                                | 24.90 |
| Laundry, Dry Cleaning, Pressing and Related Occupations       |       |
| Assembler                                                     | 8.00  |
| Counter Attendant                                             | 7.93  |
| Dry Cleaner                                                   | 9.97  |
| Finisher, Flatwork, Machine                                   | 8.55  |
| Presser, Hand                                                 | 8.55  |
| Presser, Machine, Drycleaning                                 | 8.55  |
| Presser, Machine, Shirts                                      | 8.55  |
| Presser, Machine, Wearing Apparel, Laundry                    | 8.88  |
| Sewing Machine Operator                                       | 10.75 |
| Tailor                                                        | 11.50 |
| Washer, Machine                                               | 8.62  |
| Machine Tool Operation and Repair Occupations                 |       |
| Machine-Tool Operator (Toolroom)                              | 16.85 |
| Tool and Die Maker                                            | 20.26 |
| Material Handling and Packing Occupations                     |       |
| Forklift Operator                                             | 13.59 |
| Fuel Distribution System Operator                             | 16.40 |
| Material Coordinator                                          | 17.39 |
| Material Expediter                                            | 17.39 |
| Material Handling Laborer                                     | 11.45 |
| Order Filler                                                  | 12.27 |
| Production Line Worker (Food Processing)                      | 12.12 |
| Shipping Packer                                               | 12.64 |
| Shipping/Receiving Clerk                                      | 10.79 |
| Stock Clerk (Shelf Stocker; Store Worker II)                  | 14.23 |

|                                                        |       |
|--------------------------------------------------------|-------|
| Store Worker I                                         | 10.71 |
| Tools and Parts Attendant                              | 13.94 |
| Warehouse Specialist                                   | 13.94 |
| Mechanics and Maintenance and Repair Occupations       |       |
| Aircraft Mechanic                                      | 20.40 |
| Aircraft Mechanic Helper                               | 15.42 |
| Aircraft Quality Control Inspector                     | 21.35 |
| Aircraft Servicer                                      | 17.39 |
| Aircraft Worker                                        | 18.39 |
| Appliance Mechanic                                     | 19.38 |
| Bicycle Repairer                                       | 13.78 |
| Cable Splicer                                          | 20.40 |
| Carpenter, Maintenance                                 | 19.38 |
| Carpet Layer                                           | 18.39 |
| Electrician, Maintenance                               | 20.57 |
| Electronics Technician, Maintenance I                  | 18.50 |
| Electronics Technician, Maintenance II                 | 19.49 |
| Electronics Technician, Maintenance III                | 20.52 |
| Fabric Worker                                          | 17.39 |
| Fire Alarm System Mechanic                             | 20.40 |
| Fire Extinguisher Repairer                             | 16.40 |
| Fuel Distribution System Mechanic                      | 20.40 |
| General Maintenance Worker                             | 18.39 |
| Heating, Refrigeration and Air Conditioning Mechanic   | 20.40 |
| Heavy Equipment Mechanic                               | 20.40 |
| Heavy Equipment Operator                               | 20.40 |
| Instrument Mechanic                                    | 20.40 |
| Laborer                                                | 10.94 |
| Locksmith                                              | 19.38 |
| Machinery Maintenance Mechanic                         | 20.40 |
| Machinist, Maintenance                                 | 20.40 |
| Maintenance Trades Helper                              | 13.41 |
| Millwright                                             | 20.40 |
| Office Appliance Repairer                              | 19.38 |
| Painter, Aircraft                                      | 19.38 |
| Painter, Maintenance                                   | 19.38 |
| Pipefitter, Maintenance                                | 20.40 |
| Plumber, Maintenance                                   | 19.38 |
| Pneudraulic Systems Mechanic                           | 20.40 |
| Rigger                                                 | 20.40 |
| Scale Mechanic                                         | 18.39 |
| Sheet-Metal Worker, Maintenance                        | 20.40 |
| Small Engine Mechanic                                  | 18.39 |
| Telecommunication Mechanic I                           | 20.40 |
| Telecommunication Mechanic II                          | 20.79 |
| Telephone Lineman                                      | 20.40 |
| Welder, Combination, Maintenance                       | 20.40 |
| Well Driller                                           | 20.40 |
| Woodcraft Worker                                       | 20.40 |
| Woodworker                                             | 16.40 |
| Miscellaneous Occupations                              |       |
| Animal Caretaker                                       | 10.60 |
| Carnival Equipment Operator                            | 11.34 |
| Carnival Equipment Repairer                            | 12.06 |
| Carnival Worker                                        | 9.03  |
| Cashier                                                | 10.35 |
| Desk Clerk                                             | 12.61 |
| Embalmer                                               | 15.82 |
| Lifeguard                                              | 10.35 |
| Mortician                                              | 15.82 |
| Park Attendant (Aide)                                  | 13.01 |
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 11.90 |
| Recreation Specialist                                  | 16.11 |
| Recycling Worker                                       | 11.34 |

|                                                            |       |
|------------------------------------------------------------|-------|
| Sales Clerk                                                | 9.92  |
| School Crossing Guard (Crosswalk Attendant)                | 9.03  |
| Sport Official                                             | 10.35 |
| Survey Party Chief (Chief of Party)                        | 17.62 |
| Surveying Aide                                             | 9.63  |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 13.19 |
| Swimming Pool Operator                                     | 12.87 |
| Vending Machine Attendant                                  | 11.34 |
| Vending Machine Repairer                                   | 13.52 |
| Vending Machine Repairer Helper                            | 11.34 |
| Personal Needs Occupations                                 |       |
| Child Care Attendant                                       | 9.25  |
| Child Care Center Clerk                                    | 11.53 |
| Chore Aid                                                  | 9.44  |
| Homemaker                                                  | 18.52 |
| Plant and System Operation Occupations                     |       |
| Boiler Tender                                              | 17.74 |
| Sewage Plant Operator                                      | 16.85 |
| Stationary Engineer                                        | 20.40 |
| Ventilation Equipment Tender                               | 15.22 |
| Water Treatment Plant Operator                             | 16.85 |
| Protective Service Occupations                             |       |
| Alarm Monitor                                              | 13.31 |
| Corrections Officer                                        | 14.26 |
| Court Security Officer                                     | 14.29 |
| Detention Officer                                          | 14.26 |
| Firefighter                                                | 14.42 |
| Guard I                                                    | 9.69  |
| Guard II                                                   | 11.57 |
| Police Officer                                             | 16.76 |
| Technical Occupations                                      |       |
| Air Traffic Control Specialist, Center (2)                 | 26.07 |
| Air Traffic Control Specialist, Station (2)                | 17.98 |
| Air Traffic Control Specialist, Terminal (2)               | 19.79 |
| Archeological Technician I                                 | 12.15 |
| Archeological Technician II                                | 13.60 |
| Archeological Technician III                               | 16.84 |
| Cartographic Technician                                    | 19.37 |
| Civil Engineering Technician                               | 19.37 |
| Computer Based Training (CBT) Specialist/ Instructor       | 17.85 |
| Drafter I                                                  | 9.96  |
| Drafter II                                                 | 12.82 |
| Drafter III                                                | 15.48 |
| Drafter IV                                                 | 18.43 |
| Engineering Technician I                                   | 12.08 |
| Engineering Technician II                                  | 15.57 |
| Engineering Technician III                                 | 18.80 |
| Engineering Technician IV                                  | 24.85 |
| Engineering Technician V                                   | 27.24 |
| Engineering Technician VI                                  | 32.93 |
| Environmental Technician                                   | 15.66 |
| Flight Simulator/Instructor (Pilot)                        | 21.81 |
| Graphic Artist                                             | 17.85 |
| Instructor                                                 | 18.62 |
| Laboratory Technician                                      | 14.81 |
| Mathematical Technician                                    | 19.37 |
| Paralegal/Legal Assistant I                                | 14.21 |
| Paralegal/Legal Assistant II                               | 16.64 |
| Paralegal/Legal Assistant III                              | 20.36 |
| Paralegal/Legal Assistant IV                               | 24.61 |
| Photooptics Technician                                     | 19.37 |
| Technical Writer                                           | 15.79 |
| Unexploded (UXO) Safety Escort                             | 16.57 |
| Unexploded (UXO) Sweep Personnel                           | 16.57 |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Unexploded Ordnance (UXO) Technician I                        | 16.57 |
| Unexploded Ordnance (UXO) Technician II                       | 20.05 |
| Unexploded Ordnance (UXO) Technician III                      | 24.02 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 14.06 |
| Weather Observer, Senior (3)                                  | 14.91 |
| Weather Observer, Upper Air (3)                               | 14.06 |
| Transportation/ Mobile Equipment Operation Occupations        |       |
| Bus Driver                                                    | 12.40 |
| Parking and Lot Attendant                                     | 7.04  |
| Shuttle Bus Driver                                            | 10.65 |
| Taxi Driver                                                   | 10.57 |
| Truckdriver, Heavy Truck                                      | 15.32 |
| Truckdriver, Light Truck                                      | 10.65 |
| Truckdriver, Medium Truck                                     | 13.50 |
| Truckdriver, Tractor-Trailer                                  | 15.32 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans: Employer contributions costing an average of \$1.64 per hour computed on the basis of all hours worked by service employees employed on the contract. (See 29 CFR 4.175(b)) Contracts are exclusive of items required under Federal, State, and Local Government Statutes 29 CFR 4.162)

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole continuous service with the present contractor or successor, wherever employed, and the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan common to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)  
 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at a rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hour week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, drying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary

ordnance material other than small arms ammunition. (Distribution of raw nitroglyc covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (eit the terms of the Government contract, by the employer, by the state or local law, e the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequa number of uniforms without cost or to reimburse employees for the actual cost of th uniforms. In addition, where uniform cleaning and maintenance is made the responsi of the employee, all contractors and subcontractors subject to this wage determinat shall (in the absence of a bona fide collective bargaining agreement providing for different amount, or the furnishing of contrary affirmative proof as to the actual reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per we \$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal ga and do not require any special treatment such as dry cleaning, daily washing, or cc laundering in order to meet the cleanliness or appearance standards set by the term Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication is obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 2040 Copies of specific job descriptions may also be obtained from the appropriate contr officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is n listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appr level of skill comparison) between such unlisted classifications and the classifica listed in the wage determination. Such conformed classes of employees shall be pai monetary wages and furnished the fringe benefits as are determined. Such conformin process shall be initiated by the contractor prior to the performance of contract w such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separ 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occup and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), inc information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later th days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a repor action, together with the agency's recommendations and pertinent information includ position of the contractor and the employees, to the Wage and Hour Division, Employ Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or dis the action via transmittal to the agency contracting officer, or notifies the contr

officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupa  
(the Directory) should be used to compare job definitions to insure that duties req  
are not performed by a classification already listed in the wage determination. Re  
it is not the job title, but the required tasks that determine whether a class is i  
in an established wage determination. Conformances may not be used to artificially  
combine, or subdivide classifications listed in the wage determination.

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**WAGE DETERMINATION NO: 94-2326 REV (15) AREA: NE,OMAHA**

WAGE DETERMINATION NO: 94-2326 REV (15) AREA: NE,OMAHA

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

William W.Gross  
DirectorDivision of  
Wage Determinations

Wage Determination No.: 1994-2326

Revision No.: 15

Date Of Last Revision: 09/15/2000

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, Obrien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury

Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

|                                      |       |
|--------------------------------------|-------|
| Accounting Clerk I                   | 9.38  |
| Accounting Clerk II                  | 10.03 |
| Accounting Clerk III                 | 12.30 |
| Accounting Clerk IV                  | 15.60 |
| Court Reporter                       | 11.12 |
| Dispatcher, Motor Vehicle            | 12.20 |
| Document Preparation Clerk           | 9.82  |
| Duplicating Machine Operator         | 9.82  |
| Film/Tape Librarian                  | 9.34  |
| General Clerk I                      | 8.08  |
| General Clerk II                     | 9.41  |
| General Clerk III                    | 11.86 |
| General Clerk IV                     | 15.85 |
| Housing Referral Assistant           | 14.06 |
| Key Entry Operator I                 | 8.56  |
| Key Entry Operator II                | 10.10 |
| Messenger (Courier)                  | 8.16  |
| Order Clerk I                        | 9.38  |
| Order Clerk II                       | 10.03 |
| Personnel Assistant (Employment) I   | 10.05 |
| Personnel Assistant (Employment) II  | 10.33 |
| Personnel Assistant (Employment) III | 13.93 |
| Personnel Assistant (Employment) IV  | 14.62 |
| Production Control Clerk             | 12.95 |
| Rental Clerk                         | 10.38 |
| Scheduler, Maintenance               | 11.61 |
| Secretary I                          | 10.38 |
| Secretary II                         | 11.78 |
| Secretary III                        | 14.06 |
| Secretary IV                         | 17.78 |
| Secretary V                          | 19.23 |
| Service Order Dispatcher             | 10.73 |
| Stenographer I                       | 9.80  |
| Stenographer II                      | 11.90 |

|                                              |       |
|----------------------------------------------|-------|
| Supply Technician                            | 15.39 |
| Survey Worker (Interviewer)                  | 10.61 |
| Switchboard Operator-Receptionist            | 8.47  |
| Test Examiner                                | 11.78 |
| Test Proctor                                 | 11.78 |
| Travel Clerk I                               | 8.71  |
| Travel Clerk II                              | 9.25  |
| Travel Clerk III                             | 9.83  |
| Word Processor I                             | 8.77  |
| Word Processor II                            | 9.97  |
| Word Processor III                           | 10.14 |
| Automatic Data Processing Occupations        |       |
| Computer Data Librarian                      | 10.00 |
| Computer Operator I                          | 8.89  |
| Computer Operator II                         | 10.48 |
| Computer Operator III                        | 14.90 |
| Computer Operator IV                         | 15.29 |
| Computer Operator V                          | 16.97 |
| Computer Programmer I (1)                    | 14.94 |
| Computer Programmer II (1)                   | 17.76 |
| Computer Programmer III (1)                  | 22.46 |
| Computer Programmer IV (1)                   | 27.63 |
| Computer Systems Analyst I (1)               | 19.90 |
| Computer Systems Analyst II (1)              | 23.99 |
| Computer Systems Analyst III (1)             | 27.12 |
| Peripheral Equipment Operator                | 10.88 |
| Automotive Service Occupations               |       |
| Automotive Body Repairer, Fiberglass         | 16.05 |
| Automotive Glass Installer                   | 15.09 |
| Automotive Worker                            | 15.09 |
| Electrician, Automotive                      | 15.57 |
| Mobile Equipment Servicer                    | 13.96 |
| Motor Equipment Metal Mechanic               | 16.05 |
| Motor Equipment Metal Worker                 | 15.09 |
| Motor Vehicle Mechanic                       | 14.75 |
| Motor Vehicle Mechanic Helper                | 13.32 |
| Motor Vehicle Upholstery Worker              | 14.45 |
| Motor Vehicle Wrecker                        | 15.09 |
| Painter, Automotive                          | 15.09 |
| Radiator Repair Specialist                   | 14.06 |
| Tire Repairer                                | 13.49 |
| Transmission Repair Specialist               | 16.05 |
| Food Preparation and Service Occupations     |       |
| Baker                                        | 9.70  |
| Cook I                                       | 9.05  |
| Cook II                                      | 9.70  |
| Dishwasher                                   | 7.23  |
| Food Service Worker                          | 7.23  |
| Meat Cutter                                  | 11.16 |
| Waiter/Waitress                              | 7.74  |
| Furniture Maintenance and Repair Occupations |       |
| Electrostatic Spray Painter                  | 15.57 |
| Furniture Handler                            | 11.72 |
| Furniture Refinisher                         | 15.57 |
| Furniture Refinisher Helper                  | 13.32 |
| Furniture Repairer, Minor                    | 14.45 |
| Upholsterer                                  | 15.57 |
| General Services and Support Occupations     |       |
| Cleaner, Vehicles                            | 7.57  |
| Elevator Operator                            | 8.32  |
| Gardener                                     | 10.40 |
| House Keeping Aid I                          | 7.18  |
| House Keeping Aid II                         | 8.10  |
| Janitor                                      | 8.18  |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Laborer, Grounds Maintenance                                  | 8.90  |
| Maid or Houseman                                              | 7.20  |
| Pest Controller                                               | 10.57 |
| Refuse Collector                                              | 8.32  |
| Tractor Operator                                              | 10.00 |
| Window Cleaner                                                | 8.67  |
| Health Occupations                                            |       |
| Dental Assistant                                              | 10.93 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 10.93 |
| Licensed Practical Nurse I                                    | 11.38 |
| Licensed Practical Nurse II                                   | 12.79 |
| Licensed Practical Nurse III                                  | 14.30 |
| Medical Assistant                                             | 10.45 |
| Medical Laboratory Technician                                 | 10.64 |
| Medical Record Clerk                                          | 10.10 |
| Medical Record Technician                                     | 13.54 |
| Nursing Assistant I                                           | 7.10  |
| Nursing Assistant II                                          | 7.98  |
| Nursing Assistant III                                         | 8.71  |
| Nursing Assistant IV                                          | 9.77  |
| Pharmacy Technician                                           | 11.38 |
| Phlebotomist                                                  | 11.21 |
| Registered Nurse I                                            | 14.71 |
| Registered Nurse II                                           | 17.94 |
| Registered Nurse II, Specialist                               | 18.01 |
| Registered Nurse III                                          | 20.05 |
| Registered Nurse III, Anesthetist                             | 21.73 |
| Registered Nurse IV                                           | 26.01 |
| Information and Arts Occupations                              |       |
| Audiovisual Librarian                                         | 15.44 |
| Exhibits Specialist I                                         | 14.10 |
| Exhibits Specialist II                                        | 16.27 |
| Exhibits Specialist III                                       | 19.26 |
| Illustrator I                                                 | 14.10 |
| Illustrator II                                                | 16.27 |
| Illustrator III                                               | 19.26 |
| Librarian                                                     | 17.33 |
| Library Technician                                            | 12.47 |
| Photographer I                                                | 12.47 |
| Photographer II                                               | 14.28 |
| Photographer III                                              | 16.75 |
| Photographer IV                                               | 19.26 |
| Photographer V                                                | 23.69 |
| Laundry, Dry Cleaning, Pressing and Related Occupations       |       |
| Assembler                                                     | 6.50  |
| Counter Attendant                                             | 6.50  |
| Dry Cleaner                                                   | 7.85  |
| Finisher, Flatwork, Machine                                   | 6.50  |
| Presser, Hand                                                 | 6.50  |
| Presser, Machine, Drycleaning                                 | 6.50  |
| Presser, Machine, Shirts                                      | 6.50  |
| Presser, Machine, Wearing Apparel, Laundry                    | 6.50  |
| Sewing Machine Operator                                       | 8.35  |
| Tailor                                                        | 8.86  |
| Washer, Machine                                               | 7.04  |
| Machine Tool Operation and Repair Occupations                 |       |
| Machine-Tool Operator (Toolroom)                              | 15.57 |
| Tool and Die Maker                                            | 17.66 |
| Material Handling and Packing Occupations                     |       |
| Forklift Operator                                             | 12.25 |
| Fuel Distribution System Operator                             | 15.89 |
| Material Coordinator                                          | 12.75 |
| Material Expediter                                            | 12.75 |
| Material Handling Laborer                                     | 11.87 |

|                                                      |       |
|------------------------------------------------------|-------|
| Order Filler                                         | 10.69 |
| Production Line Worker (Food Processing)             | 11.01 |
| Shipping Packer                                      | 11.31 |
| Shipping/Receiving Clerk                             | 11.35 |
| Stock Clerk (Shelf Stocker; Store Worker II)         | 10.90 |
| Store Worker I                                       | 9.14  |
| Tools and Parts Attendant                            | 11.23 |
| Warehouse Specialist                                 | 11.23 |
| Mechanics and Maintenance and Repair Occupations     | 16.05 |
| Aircraft Mechanic                                    | 13.32 |
| Aircraft Mechanic Helper                             | 16.54 |
| Aircraft Quality Control Inspector                   | 14.45 |
| Aircraft Servicer                                    | 15.09 |
| Aircraft Worker                                      | 15.57 |
| Appliance Mechanic                                   | 13.49 |
| Bicycle Repairer                                     | 16.05 |
| Cable Splicer                                        | 15.57 |
| Carpenter, Maintenance                               | 15.09 |
| Carpet Layer                                         | 17.72 |
| Electrician, Maintenance                             | 13.15 |
| Electronics Technician, Maintenance I                | 18.49 |
| Electronics Technician, Maintenance II               | 18.68 |
| Electronics Technician, Maintenance III              | 14.45 |
| Fabric Worker                                        | 16.05 |
| Fire Alarm System Mechanic                           | 13.96 |
| Fire Extinguisher Repairer                           | 16.05 |
| Fuel Distribution System Mechanic                    | 15.09 |
| General Maintenance Worker                           | 16.78 |
| Heating, Refrigeration and Air Conditioning Mechanic | 16.05 |
| Heavy Equipment Mechanic                             | 16.05 |
| Heavy Equipment Operator                             | 16.05 |
| Instrument Mechanic                                  | 8.90  |
| Laborer                                              | 15.57 |
| Locksmith                                            | 16.05 |
| Machinery Maintenance Mechanic                       | 16.30 |
| Machinist, Maintenance                               | 13.32 |
| Maintenance Trades Helper                            | 16.05 |
| Millwright                                           | 15.83 |
| Office Appliance Repairer                            | 15.57 |
| Painter, Aircraft                                    | 15.57 |
| Painter, Maintenance                                 | 18.46 |
| Pipefitter, Maintenance                              | 17.90 |
| Plumber, Maintenance                                 | 16.05 |
| Pneudraulic Systems Mechanic                         | 16.51 |
| Rigger                                               | 15.09 |
| Scale Mechanic                                       | 17.54 |
| Sheet-Metal Worker, Maintenance                      | 15.09 |
| Small Engine Mechanic                                | 16.05 |
| Telecommunication Mechanic I                         | 19.02 |
| Telecommunication Mechanic II                        | 16.05 |
| Telephone Lineman                                    | 16.05 |
| Welder, Combination, Maintenance                     | 16.05 |
| Well Driller                                         | 16.05 |
| Woodcraft Worker                                     | 13.96 |
| Woodworker                                           |       |
| Miscellaneous Occupations                            | 8.51  |
| Animal Caretaker                                     | 10.00 |
| Carnival Equipment Operator                          | 10.40 |
| Carnival Equipment Repairer                          | 7.23  |
| Carnival Worker                                      | 7.97  |
| Cashier                                              | 9.75  |
| Desk Clerk                                           | 17.63 |
| Embalmer                                             | 8.69  |
| Lifeguard                                            |       |

|                                                            |       |
|------------------------------------------------------------|-------|
| Mortician                                                  | 17.57 |
| Park Attendant (Aide)                                      | 10.91 |
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech)     | 9.74  |
| Recreation Specialist                                      | 13.53 |
| Recycling Worker                                           | 10.00 |
| Sales Clerk                                                | 8.69  |
| School Crossing Guard (Crosswalk Attendant)                | 8.32  |
| Sport Official                                             | 8.69  |
| Survey Party Chief (Chief of Party)                        | 18.05 |
| Surveying Aide                                             | 9.75  |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 12.00 |
| Swimming Pool Operator                                     | 9.70  |
| Vending Machine Attendant                                  | 10.00 |
| Vending Machine Repairer                                   | 11.14 |
| Vending Machine Repairer Helper                            | 10.00 |
| Personal Needs Occupations                                 |       |
| Child Care Attendant                                       | 8.63  |
| Child Care Center Clerk                                    | 12.66 |
| Chore Aid                                                  | 7.65  |
| Homemaker                                                  | 14.07 |
| Plant and System Operation Occupations                     |       |
| Boiler Tender                                              | 16.05 |
| Sewage Plant Operator                                      | 15.57 |
| Stationary Engineer                                        | 16.05 |
| Ventilation Equipment Tender                               | 13.32 |
| Water Treatment Plant Operator                             | 15.57 |
| Protective Service Occupations                             |       |
| Alarm Monitor                                              | 11.33 |
| Corrections Officer                                        | 15.21 |
| Court Security Officer                                     | 15.21 |
| Detention Officer                                          | 15.21 |
| Firefighter                                                | 15.21 |
| Guard I                                                    | 7.40  |
| Guard II                                                   | 11.96 |
| Police Officer                                             | 12.04 |
| Stevedoring/Longshoremen Occupations                       |       |
| Blocker and Bracer                                         | 14.33 |
| Hatch Tender                                               | 13.64 |
| Line Handler                                               | 13.58 |
| Stevedore I                                                | 13.83 |
| Stevedore II                                               | 14.81 |
| Technical Occupations                                      |       |
| Air Traffic Control Specialist, Center (2)                 | 26.07 |
| Air Traffic Control Specialist, Station (2)                | 17.98 |
| Air Traffic Control Specialist, Terminal (2)               | 19.79 |
| Archeological Technician I                                 | 12.64 |
| Archeological Technician II                                | 14.13 |
| Archeological Technician III                               | 17.50 |
| Cartographic Technician                                    | 17.50 |
| Civil Engineering Technician                               | 18.02 |
| Computer Based Training (CBT) Specialist/ Instructor       | 19.90 |
| Drafter I                                                  | 10.45 |
| Drafter II                                                 | 14.00 |
| Drafter III                                                | 15.77 |
| Drafter IV                                                 | 18.55 |
| Engineering Technician I                                   | 11.27 |
| Engineering Technician II                                  | 13.88 |
| Engineering Technician III                                 | 16.02 |
| Engineering Technician IV                                  | 20.63 |
| Engineering Technician V                                   | 20.97 |
| Engineering Technician VI                                  | 25.79 |
| Environmental Technician                                   | 15.63 |
| Flight Simulator/Instructor (Pilot)                        | 23.99 |
| Graphic Artist                                             | 19.90 |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Instructor                                                    | 14.98 |
| Laboratory Technician                                         | 14.90 |
| Mathematical Technician                                       | 17.98 |
| Paralegal/Legal Assistant I                                   | 10.61 |
| Paralegal/Legal Assistant II                                  | 14.77 |
| Paralegal/Legal Assistant III                                 | 18.06 |
| Paralegal/Legal Assistant IV                                  | 21.85 |
| Photooptics Technician                                        | 17.98 |
| Technical Writer                                              | 18.03 |
| Unexploded (UXO) Safety Escort                                | 16.57 |
| Unexploded (UXO) Sweep Personnel                              | 16.57 |
| Unexploded Ordnance (UXO) Technician I                        | 16.57 |
| Unexploded Ordnance (UXO) Technician II                       | 20.05 |
| Unexploded Ordnance (UXO) Technician III                      | 24.02 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 14.90 |
| Weather Observer, Senior (3)                                  | 15.33 |
| Weather Observer, Upper Air (3)                               | 14.90 |
| Transportation/ Mobile Equipment Operation Occupations        |       |
| Bus Driver                                                    | 11.34 |
| Parking and Lot Attendant                                     | 6.78  |
| Shuttle Bus Driver                                            | 9.14  |
| Taxi Driver                                                   | 7.50  |
| Truckdriver, Heavy Truck                                      | 12.92 |
| Truckdriver, Light Truck                                      | 9.14  |
| Truckdriver, Medium Truck                                     | 13.04 |
| Truckdriver, Tractor-Trailer                                  | 12.92 |

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan common to the employees involved.) (See 29 CFR 4.174)

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1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic for any hours worked between 6pm and 6am. If you are a full-time employee (40 hour week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition,

maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that requires a low degree of hazard. Including working with or in close proximity to explosives incendiary materials which involves potential injury such as laceration of hands, fingers of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerin covered under high degree hazard.)

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or dry laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20401. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444)

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees

themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report on the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(k) of the Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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WAGE DETERMINATION NO: 94-2462 REV (12) AREA: PR, ISLAND-WIDE  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
| WASHINGTON D.C. 20210

|                  |                     |                                   |
|------------------|---------------------|-----------------------------------|
| William W. Gross | Division of         | Wage Determination No.: 1994-2462 |
| Director         | Wage Determinations | Revision No.: 12                  |
|                  |                     | Date Of Last Revision: 09/18/2000 |

State: Puerto Rico  
Area: Puerto Rico Statewide

| **Fringe Benefits Required Follow the Occupational Listing** |                   |
|--------------------------------------------------------------|-------------------|
| OCCUPATION TITLE                                             | MINIMUM WAGE RATE |
| Administrative Support and Clerical Occupations              |                   |
| Accounting Clerk I                                           | 6.24              |
| Accounting Clerk II                                          | 6.67              |
| Accounting Clerk III                                         | 9.34              |
| Accounting Clerk IV                                          | 11.36             |
| Court Reporter                                               | 8.67              |
| Dispatcher, Motor Vehicle                                    | 8.67              |
| Document Preparation Clerk                                   | 8.22              |
| Duplicating Machine Operator                                 | 8.22              |
| Film/Tape Librarian                                          | 7.47              |
| General Clerk I                                              | 5.33              |
| General Clerk II                                             | 5.64              |
| General Clerk III                                            | 8.22              |
| General Clerk IV                                             | 9.22              |
| Housing Referral Assistant                                   | 10.08             |
| Key Entry Operator I                                         | 6.66              |
| Key Entry Operator II                                        | 8.39              |
| Messenger (Courier)                                          | 5.33              |
| Order Clerk I                                                | 7.12              |
| Order Clerk II                                               | 8.38              |
| Personnel Assistant (Employment) I                           | 6.45              |
| Personnel Assistant (Employment) II                          | 8.32              |
| Personnel Assistant (Employment) III                         | 9.03              |
| Personnel Assistant (Employment) IV                          | 10.13             |
| Production Control Clerk                                     | 10.08             |
| Rental Clerk                                                 | 7.47              |
| Scheduler, Maintenance                                       | 7.47              |
| Secretary I                                                  | 7.47              |
| Secretary II                                                 | 8.87              |
| Secretary III                                                | 11.99             |
| Secretary IV                                                 | 12.45             |
| Secretary V                                                  | 13.79             |
| Service Order Dispatcher                                     | 7.47              |
| Stenographer I                                               | 6.66              |
| Stenographer II                                              | 7.47              |
| Supply Technician                                            | 11.41             |
| Survey Worker (Interviewer)                                  | 8.67              |
| Switchboard Operator-Receptionist                            | 6.26              |
| Test Examiner                                                | 8.67              |
| Test Proctor                                                 | 8.67              |

|                                              |       |
|----------------------------------------------|-------|
| Travel Clerk I                               | 8.31  |
| Travel Clerk II                              | 9.26  |
| Travel Clerk III                             | 10.04 |
| Word Processor I                             | 7.06  |
| Word Processor II                            | 8.28  |
| Word Processor III                           | 9.27  |
| Automatic Data Processing Occupations        |       |
| Computer Data Librarian                      | 7.86  |
| Computer Operator I                          | 7.86  |
| Computer Operator II                         | 8.79  |
| Computer Operator III                        | 11.00 |
| Computer Operator IV                         | 14.81 |
| Computer Operator V                          | 16.44 |
| Computer Programmer I (1)                    | 10.68 |
| Computer Programmer II (1)                   | 13.62 |
| Computer Programmer III (1)                  | 16.23 |
| Computer Programmer IV (1)                   | 19.63 |
| Computer Systems Analyst I (1)               | 14.52 |
| Computer Systems Analyst II (1)              | 18.36 |
| Computer Systems Analyst III (1)             | 23.67 |
| Peripheral Equipment Operator                | 7.86  |
| Automotive Service Occupations               |       |
| Automotive Body Repairer, Fiberglass         | 11.83 |
| Automotive Glass Installer                   | 10.79 |
| Automotive Worker                            | 10.79 |
| Electrician, Automotive                      | 11.32 |
| Mobile Equipment Servicer                    | 9.76  |
| Motor Equipment Metal Mechanic               | 11.83 |
| Motor Equipment Metal Worker                 | 11.83 |
| Motor Vehicle Mechanic                       | 10.79 |
| Motor Vehicle Mechanic Helper                | 9.22  |
| Motor Vehicle Upholstery Worker              | 10.57 |
| Motor Vehicle Wrecker                        | 10.79 |
| Painter, Automotive                          | 11.32 |
| Radiator Repair Specialist                   | 10.79 |
| Tire Repairer                                | 9.43  |
| Transmission Repair Specialist               | 11.83 |
| Food Preparation and Service Occupations     |       |
| Baker                                        | 7.68  |
| Cook I                                       | 6.06  |
| Cook II                                      | 7.31  |
| Dishwasher                                   | 5.33  |
| Food Service Worker                          | 5.33  |
| Meat Cutter                                  | 7.54  |
| Waiter/Waitress                              | 5.33  |
| Furniture Maintenance and Repair Occupations |       |
| Electrostatic Spray Painter                  | 11.32 |
| Furniture Handler                            | 8.23  |
| Furniture Refinisher                         | 11.32 |
| Furniture Refinisher Helper                  | 9.22  |
| Furniture Repairer, Minor                    | 10.68 |
| Upholsterer                                  | 11.32 |
| General Services and Support Occupations     |       |
| Cleaner, Vehicles                            | 5.33  |
| Elevator Operator                            | 5.33  |
| Gardener                                     | 6.06  |
| House Keeping Aid I                          | 5.33  |
| House Keeping Aid II                         | 5.33  |
| Janitor                                      | 5.33  |
| Laborer, Grounds Maintenance                 | 5.33  |
| Maid or Houseman                             | 5.33  |
| Pest Controller                              | 6.37  |
| Refuse Collector                             | 5.33  |
| Tractor Operator                             | 5.76  |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Window Cleaner                                                | 5.33  |
| Health Occupations                                            | 10.93 |
| Dental Assistant                                              | 10.93 |
| Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver | 8.71  |
| Licensed Practical Nurse I                                    | 9.77  |
| Licensed Practical Nurse II                                   | 10.93 |
| Licensed Practical Nurse III                                  | 9.77  |
| Medical Assistant                                             | 9.77  |
| Medical Laboratory Technician                                 | 9.77  |
| Medical Record Clerk                                          | 13.54 |
| Medical Record Technician                                     | 7.10  |
| Nursing Assistant I                                           | 7.98  |
| Nursing Assistant II                                          | 8.71  |
| Nursing Assistant III                                         | 9.77  |
| Nursing Assistant IV                                          | 12.19 |
| Pharmacy Technician                                           | 9.77  |
| Phlebotomist                                                  | 13.54 |
| Registered Nurse I                                            | 16.57 |
| Registered Nurse II                                           | 16.57 |
| Registered Nurse II, Specialist                               | 20.05 |
| Registered Nurse III                                          | 20.05 |
| Registered Nurse III, Anesthetist                             | 24.02 |
| Registered Nurse IV                                           |       |
| Information and Arts Occupations                              | 13.10 |
| Audiovisual Librarian                                         | 11.20 |
| Exhibits Specialist I                                         | 13.10 |
| Exhibits Specialist II                                        | 15.76 |
| Exhibits Specialist III                                       | 11.20 |
| Illustrator I                                                 | 13.10 |
| Illustrator II                                                | 15.76 |
| Illustrator III                                               | 13.69 |
| Librarian                                                     | 8.87  |
| Library Technician                                            | 8.69  |
| Photographer I                                                | 11.20 |
| Photographer II                                               | 13.10 |
| Photographer III                                              | 15.76 |
| Photographer IV                                               | 17.33 |
| Photographer V                                                |       |
| Laundry, Dry Cleaning, Pressing and Related Occupations       | 6.85  |
| Assembler                                                     | 6.85  |
| Counter Attendant                                             | 7.64  |
| Dry Cleaner                                                   | 6.85  |
| Finisher, Flatwork, Machine                                   | 6.85  |
| Presser, Hand                                                 | 6.85  |
| Presser, Machine, Drycleaning                                 | 6.85  |
| Presser, Machine, Shirts                                      | 6.85  |
| Presser, Machine, Wearing Apparel, Laundry                    | 7.88  |
| Sewing Machine Operator                                       | 8.12  |
| Tailor                                                        | 7.16  |
| Washer, Machine                                               |       |
| Machine Tool Operation and Repair Occupations                 | 11.32 |
| Machine-Tool Operator (Toolroom)                              | 12.40 |
| Tool and Die Maker                                            |       |
| Material Handling and Packing Occupations                     | 7.79  |
| Forklift Operator                                             | 10.02 |
| Fuel Distribution System Operator                             | 7.98  |
| Material Coordinator                                          | 7.98  |
| Material Expediter                                            | 6.35  |
| Material Handling Laborer                                     | 7.92  |
| Order Filler                                                  | 7.19  |
| Production Line Worker (Food Processing)                      | 7.76  |
| Shipping Packer                                               | 7.76  |
| Shipping/Receiving Clerk                                      | 7.76  |
| Stock Clerk (Shelf Stocker; Store Worker II)                  | 7.78  |

|                                                        |       |
|--------------------------------------------------------|-------|
| Store Worker I                                         | 6.31  |
| Tools and Parts Attendant                              | 7.19  |
| Warehouse Specialist                                   | 7.19  |
| Mechanics and Maintenance and Repair Occupations       |       |
| Aircraft Mechanic                                      | 11.83 |
| Aircraft Mechanic Helper                               | 9.22  |
| Aircraft Quality Control Inspector                     | 12.36 |
| Aircraft Servicer                                      | 10.57 |
| Aircraft Worker                                        | 10.80 |
| Appliance Mechanic                                     | 11.32 |
| Bicycle Repairer                                       | 9.43  |
| Cable Splicer                                          | 11.83 |
| Carpenter, Maintenance                                 | 11.32 |
| Carpet Layer                                           | 10.80 |
| Electrician, Maintenance                               | 11.83 |
| Electronics Technician, Maintenance I                  | 10.17 |
| Electronics Technician, Maintenance II                 | 12.06 |
| Electronics Technician, Maintenance III                | 12.66 |
| Fabric Worker                                          | 10.57 |
| Fire Alarm System Mechanic                             | 11.83 |
| Fire Extinguisher Repairer                             | 9.76  |
| Fuel Distribution System Mechanic                      | 11.83 |
| General Maintenance Worker                             | 10.80 |
| Heating, Refrigeration and Air Conditioning Mechanic   | 11.83 |
| Heavy Equipment Mechanic                               | 11.83 |
| Heavy Equipment Operator                               | 11.83 |
| Instrument Mechanic                                    | 11.83 |
| Laborer                                                | 5.33  |
| Locksmith                                              | 11.32 |
| Machinery Maintenance Mechanic                         | 12.00 |
| Machinist, Maintenance                                 | 10.29 |
| Maintenance Trades Helper                              | 9.22  |
| Millwright                                             | 11.83 |
| Office Appliance Repairer                              | 11.32 |
| Painter, Aircraft                                      | 11.32 |
| Painter, Maintenance                                   | 11.32 |
| Pipefitter, Maintenance                                | 11.83 |
| Plumber, Maintenance                                   | 11.32 |
| Pneudraulic Systems Mechanic                           | 11.83 |
| Rigger                                                 | 11.83 |
| Scale Mechanic                                         | 11.32 |
| Sheet-Metal Worker, Maintenance                        | 11.83 |
| Small Engine Mechanic                                  | 11.32 |
| Telecommunication Mechanic I                           | 11.83 |
| Telecommunication Mechanic II                          | 12.36 |
| Telephone Lineman                                      | 11.83 |
| Welder, Combination, Maintenance                       | 11.83 |
| Well Driller                                           | 11.83 |
| Woodcraft Worker                                       | 11.83 |
| Woodworker                                             | 9.76  |
| Miscellaneous Occupations                              |       |
| Animal Caretaker                                       | 5.41  |
| Carnival Equipment Operator                            | 5.76  |
| Carnival Equipment Repairer                            | 6.06  |
| Carnival Worker                                        | 5.33  |
| Cashier                                                | 5.77  |
| Desk Clerk                                             | 7.02  |
| Embalmer                                               | 15.82 |
| Lifeguard                                              | 6.26  |
| Mortician                                              | 15.82 |
| Park Attendant (Aide)                                  | 7.89  |
| Photofinishing Worker (Photo Lab Tech., Darkroom Tech) | 6.26  |
| Recreation Specialist                                  | 9.77  |
| Recycling Worker                                       | 5.73  |

|                                                            |       |
|------------------------------------------------------------|-------|
| Sales Clerk                                                | 6.26  |
| School Crossing Guard (Crosswalk Attendant)                | 5.33  |
| Sport Official                                             | 6.26  |
| Survey Party Chief (Chief of Party)                        | 8.01  |
| Surveying Aide                                             | 6.97  |
| Surveying Technician (Instr. Person/Surveyor Asst./Instr.) | 7.59  |
| Swimming Pool Operator                                     | 6.68  |
| Vending Machine Attendant                                  | 5.73  |
| Vending Machine Repairer                                   | 6.68  |
| Vending Machine Repairer Helper                            | 6.88  |
| Personal Needs Occupations                                 |       |
| Child Care Attendant                                       | 8.05  |
| Child Care Center Clerk                                    | 8.77  |
| Chore Aid                                                  | 5.33  |
| Homemaker                                                  | 9.77  |
| Plant and System Operation Occupations                     |       |
| Boiler Tender                                              | 11.83 |
| Sewage Plant Operator                                      | 11.32 |
| Stationary Engineer                                        | 11.83 |
| Ventilation Equipment Tender                               | 9.22  |
| Water Treatment Plant Operator                             | 11.32 |
| Protective Service Occupations                             |       |
| Alarm Monitor                                              | 5.33  |
| Corrections Officer                                        | 5.88  |
| Court Security Officer                                     | 5.88  |
| Detention Officer                                          | 5.88  |
| Firefighter                                                | 5.88  |
| Guard I                                                    | 5.33  |
| Guard II                                                   | 5.61  |
| Police Officer                                             | 5.88  |
| Stevedoring/Longshoremen Occupations                       |       |
| Blocker and Bracer                                         | 8.20  |
| Hatch Tender                                               | 8.20  |
| Line Handler                                               | 8.20  |
| Stevedore I                                                | 7.92  |
| Stevedore II                                               | 8.56  |
| Technical Occupations                                      |       |
| Air Traffic Control Specialist, Center (2)                 | 26.07 |
| Air Traffic Control Specialist, Station (2)                | 17.98 |
| Air Traffic Control Specialist, Terminal (2)               | 19.79 |
| Archeological Technician I                                 | 9.44  |
| Archeological Technician II                                | 10.61 |
| Archeological Technician III                               | 13.10 |
| Cartographic Technician                                    | 13.10 |
| Civil Engineering Technician                               | 13.10 |
| Computer Based Training (CBT) Specialist/ Instructor       | 14.53 |
| Drafter I                                                  | 7.91  |
| Drafter II                                                 | 9.96  |
| Drafter III                                                | 12.71 |
| Drafter IV                                                 | 13.84 |
| Engineering Technician I                                   | 8.44  |
| Engineering Technician II                                  | 11.50 |
| Engineering Technician III                                 | 12.91 |
| Engineering Technician IV                                  | 15.15 |
| Engineering Technician V                                   | 19.49 |
| Engineering Technician VI                                  | 22.71 |
| Environmental Technician                                   | 14.81 |
| Flight Simulator/Instructor (Pilot)                        | 18.36 |
| Graphic Artist                                             | 15.42 |
| Instructor                                                 | 15.76 |
| Laboratory Technician                                      | 11.00 |
| Mathematical Technician                                    | 13.18 |
| Paralegal/Legal Assistant I                                | 8.87  |
| Paralegal/Legal Assistant II                               | 11.41 |

|                                                               |       |
|---------------------------------------------------------------|-------|
| Paralegal/Legal Assistant III                                 | 13.47 |
| Paralegal/Legal Assistant IV                                  | 17.74 |
| Photooptics Technician                                        | 14.79 |
| Technical Writer                                              | 17.48 |
| Unexploded (UXO) Safety Escort                                | 15.82 |
| Unexploded (UXO) Sweep Personnel                              | 15.82 |
| Unexploded Ordnance (UXO) Technician I                        | 15.82 |
| Unexploded Ordnance (UXO) Technician II                       | 19.14 |
| Unexploded Ordnance (UXO) Technician III                      | 22.94 |
| Weather Observer, Combined Upper Air and Surface Programs (3) | 11.00 |
| Weather Observer, Senior (3)                                  | 11.48 |
| Weather Observer, Upper Air (3)                               | 11.00 |
| Transportation/ Mobile Equipment Operation Occupations        |       |
| Bus Driver                                                    | 8.86  |
| Parking and Lot Attendant                                     | 5.72  |
| Shuttle Bus Driver                                            | 7.28  |
| Taxi Driver                                                   | 6.89  |
| Truckdriver, Heavy Truck                                      | 9.61  |
| Truckdriver, Light Truck                                      | 7.28  |
| Truckdriver, Medium Truck                                     | 9.42  |
| Truckdriver, Tractor-Trailer                                  | 9.61  |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension p  
civic and personal leave, severance pay, and savings and thrift plans. Minimum emp  
contributions costing an average of \$2.56 per hour computed on the basis of all hou  
worked by service employees employed on the contract.

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or succes  
4 weeks after 15 years. Length of service includes the whole span of continuous se  
with the present contractor or successor, wherever employed, and with the predecess  
contractors in the performance of similar work at the same Federal facility. (Reg.  
4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luthe  
Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day,  
Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contract  
substitute for any of the named holidays another day off with pay in accordance wit  
communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a  
numbered):

1) Does not apply to employees employed in a bona fide executive, administrative,  
professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee i  
entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.  
rate of basic pay plus a night pay differential amounting to 10 percent of the rate  
basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a  
tour of duty, you will earn a night differential and receive an additional 10% of b  
for any hours worked between 6pm and 6am. If you are a full-time employed (40 hour  
week) and Sunday is part of your regularly scheduled workweek, you are paid at your  
basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday w  
which is not overtime (i.e. occasional work on Sunday outside the normal tour of du  
considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees en  
in a position that represents a high degree of hazard including working with or in  
proximity to explosives and incendiary materials involved in research, testing,  
manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screeni  
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as lead azide, black powder and photoflash power. All dry-house activities involvi  
propellants or explosives. Demilitarization, modification, renovation, demolition,  
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incendiary materials which involves potential injury such as laceration of hands, f

arms of the employee engaged in the operation and, possibly adjacent employees, irritations of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444)

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 10 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report to the Wage and Hour Division, Employment Standards Administration, Department of Labor, together with the agency's recommendations and pertinent information including position of the contractor and the employees.

Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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